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ROYAL COMMISSION ON LABOUR.

MINUTES OF EVIDENCE,

WITH

APPENDICES,

TAKEN BEFORE

GROUP "A."

(MINING, IRON, ENGINEERING, HARDWARE, SHIPBUILDING, AND COGNATE TRADES)

OF THE

ROYAL COMMISSION ON LABOUR.

(VOLUME III.)

MINING AND QUARRYING, IRON AND STEEL, CHAIN-MAKING, NAIL-MAKING, ENGINEERING, AND SHIPBUILDING TRADES.

Presented to both Houses of Parliament by Command of Her Majesty.
February 1893.

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1893.

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ROYAL WARRANT APPOINTING THE ROYAL COMMISSION ON LABOUR.

VICTORIA, R.

Victoria, by the Grace of God of the United Kingdom of Great Britain and Ireland, Queen, Defender of the Faith.

To Our right trusty and well-beloved Councillor Spencer Compton Cavendish, commonly called Marquess of Hartington; Our right trusty and right well-beloved Cousin and Councillor Edward Henry, Earl of Derby, Knight of Our Most Noble Order of the Garter; Our right trusty and well-beloved Councillor Sir Michael Edward Hicks-Beach, Baronet, President of the Board of Trade; Our right trusty and well-beloved Councillor Anthony John Mundella; Our right trusty and well-beloved Councillor Henry Hartley Fowler; Our right trusty and well-beloved Councillor Leonard Henry Courtney; Our right trusty and well-beloved Councillor Sir John Eldon Gorst, Knight, one of Our Counsel learned in the Law, one of the Under-Secretaries of State to Our Principal Secretary of State for India; Our trusty and well-beloved Sir Frederick Pollock, Baronet, Master of Arts, Corpus Professor of Jurisprudence in Our University of Oxford; Our trusty and well-beloved Sir Edward James Harland, Baronet; Our trusty and well-beloved Sir William Thomas Lewis, Knight; Our trusty and well-beloved Alfred Marshall, Esquire, Master of Arts, Professor of Political Economy in Our University of Cambridge; Our trusty and well-beloved William Abraham, Esquire; Our trusty and well-beloved Michael Austin, Esquire; Our trusty and well-beloved Gerald William Balfour, Esquire; Our trusty and well-beloved Joseph Cheney Bolton, Esquire; Our trusty and well-beloved Thomas Burt, Esquire; Our trusty and well-beloved Jesse Collings, Esquire; Our trusty and well-beloved David Dale, Esquire; Our trusty and well-beloved Alfred Hewlett, Esquire; Our trusty and well-beloved Thomas Henry Ismay, Esquire; Our trusty and well-beloved George Livesey, Esquire; Our trusty and well-beloved Tom Mann, Esquire; Our trusty and well-beloved James Mawdsley, Esquire; Our trusty and well-beloved Samuel Plimsoll, Esquire; Our trusty and well-beloved Henry Tait, Esquire; Our trusty and well-beloved Edward Trow, Esquire; and Our trusty and well-beloved William Tunstill, Esquire, greeting.

Whereas We have deemed it expedient that a Commission should forthwith issue to inquire into the questions affecting the relations between employer and employed; the combinations of employers and of employed; and the conditions of labour, which have been raised during the recent trade disputes in the United Kingdom; and to report whether legislation can with advantage be directed to the remedy of any evils that may be disclosed, and, if so, in what manner.

Now know ye, that We, reposing great trust and confidence in your knowledge and ability, have nominated, constituted, and appointed, and do by these presents nominate, constitute, and appoint you, the said Spencer Compton Cavendish, commonly

A 74718. Wt. 994.

called Marquess of Hartington; Edward Henry, Earl of Derby; Sir Michael Edward Hicks-Beach; Anthony John Mundella; Henry Hartley Fowler; Leonard Henry Courtney: Sir John Eldon Gorst; Sir Frederick Pollock; Sir Edward James Harland; Sir William Thomas Lewis; Alfred Marshall; William Abraham; Michael Austin Gerald William Balfour; Joseph Cheney Bolton; Thomas Burt; Jesse Collings; David Dale; Alfred Hewlett; Thomas Henry Ismay; George Livesey; Tom Mann; James Mawdsley; Samuel Plimsoll; Henry Tait; Edward Trow; and William Tunstill; to be Our Commissioners for the purposes of the said inquiry.

And for the better effecting the purposes of this Our Commission, We do by these presents give and grant unto you, or any nine or more of you, full power to call before you such persons as you shall judge likely to afford you any information upon the subject of this Our Commission; and also to call for, have access to, and examine all such books, documents, registers, and records as may afford you the fullest information on the subject; and to inquire of and concerning the premises by all other lawful ways and means whatsoever.

And We do further by these presents authorise and empower you, or any nine or more of you, to visit and inquire at such places as you may deem it expedient so to visit and inquire at, for the more effectual carrying out of the purposes aforesaid; and to employ such persons as you may think fit to assist you in conducting any inquiry which you may hold.

And We do further by these Our presents will and ordain that this Our Commission shall continue in full force and virtue; and that you, Our said Commissioners, or any nine or more of you, may proceed in the execution thereof, and of every matter and thing therein contained, although the same be not continued from time to time by adjournment.

And We do further ordain that you, or any nine or more of you, have liberty to report your proceedings under this Our Commission from time to time, if you shall judge it expedient so to do.

And Our further will and pleasure is that you do, with as little delay as possible, report to Us under your hands and seals, or under the hands and seals of any nine or more of you, your opinion upon the matters herein submitted for your consideration.

Given at Our Court at St. James's the twenty-first day of April, one thousand eight hundred and ninety-one, in the fifty-fourth year of Our Reign.

By Her Majesty's Command,
(Signed) HENRY MATTHEWS.

REFERENCE.

A Royal Commission to inquire into the questions affecting the relations between employer and employed; the combinations of employers and of employed; and the conditions of labour which have been raised during the recent trade disputes in the United Kingdom; and to report whether legislation can with advantage be directed to the remedy of any evils that may be disclosed, and, if so, in what manner.

GROUP A.

MINING, IRON, ENGINEERING, HARDWARE, SHIPBUILDING, AND COGNATE TRADES.

LIST OF WITNESSES.

Name.	Interests represented.	Nos. of Questions in Evidence. (Vol. III., Group A.)	Days on which Evidence was given. (Vol. III., Group A.)	Page in Digest. (Vol. III., Group A.)	
				Analysis.	Précis.
Mr. George Green „ Joseph Russell	Nail, chain, and edge-tool manufacture; Dudley Chamber of Commerce and Wages Board.	19,988–20,270	34th	135	17
„ William Charles Steadman	Barge Builders' Society	20,271–20,413	„	136	18
„ Owen Wade	Tyneside and National Labour Union, and platers' helpers in shipyards, (South Shields to Blyth District).	20,414–20,625	„	137	20
„ Andrew Hare	Tyneside and National Labour Union, and platers' helpers in shipyards, (West Hartlepool District).	20,626–20,675	„	137	20
„ Robert Knight	Boiler Makers and Iron and Steel Shipbuilders' Society; Federation of Engineering and Shipbuilding Trades.	20,676–21,154	35th	138	21
„ R. Rothwell „ James O'Neill „ James Conley	Boiler Makers and Iron and Steel Shipbuilders' Society (Stockton-on-Tees; Sunderland; and Scotland; Districts, respectively).	21,155–21,241	„	140 141 142	23 24 25
„ M. Smith „ F. A. Fox „ R. Roberts	Boiler Makers and Iron and Steel Shipbuilders' Society (Liverpool, Birkenhead, and Mersey; Cardiff; and Belfast; Districts, respectively).	21,242–21,388	„	142 142 143	25 25 26
„ Alexander Wilkie	Associated Shipwrights' Society; Federation of Shipbuilding and Engineering Trades.	21,389–21,592	36th	143	26
„ Joseph Heslop	Associated Shipwrights' Society (Tyne, Tees, Blyth, Hartlepool, and Whitby, Districts).	21,593–21,654	„	145	28
„ Alexander Law	Associated Shipwrights' Society (Clyde District).	21,655–21,689	„	145	28
„ Richard Gould	Associated Shipwrights' Society (Portsmouth Branch).	21,690–21,967	„	145	57
„ Francis Chandler „ William Paterson	Amalgamated Society of Carpenters and Joiners (generally; and Tyne District in particular); Federation of Engineering and Shipbuilding Trades.	21,968–22,344	37th	146 147	29 30
„ William Mosses	United Pattern Makers' Association; Federation of Engineering and Shipbuilding Trades.	22,345–22,643	„	148	31
„ John Whittaker	Amalgamated Society of Engineers (Lancashire and Yorkshire Districts especially).	22,644–23,065	38th	149	32
„ William Glennie	Amalgamated Society of Engineers (Tyneside District).	23,066–23,262	„	152	35
„ John Lindsay „ George Clarke „ Robert McDowell	Amalgamated Society of Engineers (Dundee Branch; general remarks; and Ireland Branch; respectively).	23,263–23,338	„	153 154 154	37
„ George Baker Cherry	United Operative Plumbers' Association of Great Britain and Ireland.	23,339–23,445	39th	154	39
„ James Millar Jack	Associated Iron Moulders of Scotland	23,446–23,530	„	155	41
„ John Ingles	Associated Blacksmiths' Society	23,531–23,574 23,687–23,690	„	156	42
„ James Swift	Steam Engineers' Society	23,575–23,686 23,691–23,696	„	156	37
„ Henry Quelch	South Side Labour Protection League; and the workers in the manufacturing departments, Woolwich Arsenal.	23,697–23,922	40th	158	55
„ George Clements	Labourers in the Ordnance Store Department, Woolwich Arsenal.	23,923–23,995	„	159	56

List of Witnesses—*continued.*

Name.	Interests represented.	Nos. of Questions in Evidence. (Vol. III., Group A.)	Days on which Evidence was given. (Vol. III., Group A.)	Page in Digest. (Vol. III., Group A.)	
				Analysis.	Précis.
Mr. William James Lewington „ Richard Shepheard Gordon.	Labourers in Government Dockyards (Chatham and Devonport especially).	23,996–24,132	40th	160	60
„ Thomas Twigg - -	Ship-joiners in Government Dockyards (Sheerness especially).	24,133–24,192	„	161	61
„ Samuel James Rowe -	Riggers in Government Dockyards (Chatham especially).	24,193–24,227	„	162	61
„ Alexander Anderson -	Ship Constructive Association; and shipwrights in Government Dockyards (Portsmouth especially).	24,228–24,402	41st	163	57
„ Charles Simpson Caird -	Ship Constructive Association; and shipwrights in Government Dockyards (Pembroke Branch).	24,403–24,543	„	164	58
„ Robert Roberts Allison -	Ship Constructive Association; and shipwrights in Government Dockyards (Chatham Branch).	24,544–24,556	„	165	60
„ Thomas Caldwell - -	United Journeymen's Brass Founders' Association.	24,557–24,638	„	16	42
The Honourable W. W. Vivian	Dinorwic Slate Quarries in refutation of evidence by Messrs. W. J. Williams, D. G. Williams, E. A. Young, W. J. Parry, and N. F. Robarts.	24,639–24,892	42nd	166	10
Mr. Arnold Frank Hills	Thames Ironworks Shipbuilding Company, Limited.	24,893–25,185	„	167	43
Captain Andrew Noble -	Firm of Sir William Armstrong and Co. (Newcastle-on Tyne); and Iron Trades Employers' Association for the Tyne and Wear.	25,186–25,498	43rd	168	45
Mr. Albert Edward Seaton -	Shipbuilding and Engineering Company, Limited (Hull); and Iron Trades Employers' Association.	25,499–25,645	„	170	46
„ Arthur Coventry - -	Firm of Messrs. Smith & Coventry (Engineers and Tool Makers, Manchester).	25,646–25,698	„	171	48
„ John Haswell - -	Iron Trades Employers' Association (Sunderland Branch); and Wear Shipbuilders' Association.	25,699–25,734	„	172	53
„ Reginald Wigram -	Firm of John Fowler & Co., Limited (Engineers, Leeds).	25,735–25,084	„	172	48
The Right Honourable Arthur Bower Forwood, M.P. Mr. James Williamson -	The Admiralty, and Government Dockyards, in refutation of statements by Messrs. Quelch, Clements, Gordon, Twigg, and Rowe.	25,085–26,021	44th	173	62
„ James Laing -	Board of Conciliation for the Wear Shipbuilding Trade.	26,022–26,090	„	175	54
Memorandum drawn up jointly by the Durham Coal Owners' Association and the Durham Miners' Federation Board on the Recent Wages Dispute (1892) in the Durham Coal Trade.		26,090*a*	„	175	8
Mr. John Inglis - -	Firm of Messrs. A. & J. Inglis (Shipbuilders and Engineers, Glasgow); and National Federation of Shipbuilders and Engineers.	26,091–26,279	45th	176	48
„ John Price - -	Firm of Palmer & Co., Limited (Shipbuilders and Engineers, Jarrow).	26,280–26,468	„	177	49
„ John Henry MacIlwaine -	Firm of MacIlwaine and MacColl (Shipbuilders and Engineers, Belfast); and National Federation of Shipbuilders and Engineers (Belfast Branch).	26,469–26,527	„	179	51
„ David John Dunlop -	Firm of David J. Dunlop & Co. (Shipbuilders and Engineers, Port Glasgow).	26,528–26,558	„	179	52
„ William Theodore Doxford	Firm of Messrs. Wm. Doxford & Sons, Limited (Shipbuilders and Engineers, Sunderland).	26,559–26,615	„	179	54
Memorandum as to Mining and Iron Industries, drawn up by the British Iron Trade Association.		26,616	„	180	12 & 65
Memoranda drawn up jointly (1) by the Durham Coal Owners' Association and the Durham Miners' Association, and (2) by the Northumberland Coal Owners' Association and the Northumberland Miners' Mutual Confident Association, on the subject of a proposal for adopting a system of three shifts of hewers and two shifts of boys and off-hand men in coal mines.		26,617–8	„	181	10

LIST OF ERRATA RELATING TO GROUP A. PUBLICATIONS.

Vol.	Page.	Column.	Questions as numbered, and Situation.	Present Reading.	Correct Reading.
			MINUTES OF EVIDENCE, GROUP A., VOLS. I. AND II.		
I.	339	1	3306 - - -	3306 - - -	6306
			3307 - -	3307 - - -	6307
			3308 - - -	3308 - - -	6308
			3309 - - -	3309 - - -	6309
			3310 - -	3310 - - -	6310
			3569 - - -	(Inverted commas should be removed.)	

NOTE.

The Secretary has prepared for the use of the Commission a Digest of the Evidence contained in this and the two preceding Volumes. It is entitled "Digest of Evidence, Group A.," Volumes I., II., and III., respectively, and includes in Volume III. an Index to the précis in all three volumes.

An Index to the Evidence before Group A. will also shortly be published, but in a separate volume. It will be of a two-fold character, consisting of (a.) *a Trades Index, and* (b.) *a Subjects Index, and will supply complete references to the whole evidence taken by Committee A. and published in the Minutes of Evidence, Volumes I., II., and III.* (*this volume*).

A Witness Index is supplied by the Analysis in the volumes of the Digest to which reference will be made in the Index to the Evidence.

A.	xvii	1	Line 5 - - -	and from twenty-nine employers' associations.	and from twenty-eight employers' associations. (*See* page 503 of this volume.)

LIST OF ERRATA RELATING TO GROUP A. PUBLICATIONS.

Vol.	Page.	Column.	Questions as numbered, and Situation.	Present Reading.	Correct Reading.
			MINUTES OF EVIDENCE, GROUP A., VOLS. I. AND II.		
I.	339	1	3306 - - -	3306 - - -	6306
			3307 - -	3307 - - -	6307
			3308 - - -	3308 - - -	6308
			3309 - - -	3309 - - -	6309
			3310 - -	3310 - - -	6310
II.	27	2	9569 - - -	(Inverted commas should be removed.)	
	30	1	9584 (lines 43–4) -	four-fifths - -	two-fifths
	33	1	9624 - - -	trades which - -	trade disputes which
	35	2	9626 (line 4) - -	1875 - - -	1874
	35	2	9677 - - -	50 - - -	40
	36	2	9699 (line 4) - -	four-fifths - -	two-fifths
	36	2	9701 (line 4) - -	Dinorwic quarry - -	Dorothea quarry
	37	2	9730 (line 1) - -	limits - - -	results
	37	2	9730 (line 7) - -	mostly - - -	most of it
	38	1	9733 (line 4) - -	Employers' Liability -	Companies Act
	39	2	9771 (line 7) - -	changes - -	managers
	504	1	17790 - - -	17790 - - -	18790
			ANSWERS TO SCHEDULES, GROUP A.		
Group A.	vii	1	Line 4 - -	from one hundred and fifty-one unions.	from one hundred and forty-five unions.
	xvii	1	Line 5 - - -	and from twenty-nine employers' associations.	and from twenty-eight employers' associations. (*See* page 503 of this volume.)

LABOUR COMMISSION.

MINUTES OF EVIDENCE

TAKEN BEFORE THE

ROYAL COMMISSION ON LABOUR.

GROUP A.

Mining, Iron, Engineering, Hardware, Shipbuilding, and Cognate Trades.

THIRTY-FOURTH DAY.

Commission Room, Westminster Hall, Tuesday, 17th May 1892.

PRESENT:

HIS GRACE THE DUKE OF DEVONSHIRE.

Mr. DAVID DALE (CHAIRMAN).

Sir EDWARD HARLAND, Bart., M.P.
Mr. W. ABRAHAM, M.P.
Mr. GERALD BALFOUR, M.P.
Mr. T. BURT, M.P.
Mr. A. HEWLETT.

Mr. E. TROW.
Mr. H. TAIT and Mr. TOM MANN (Group B.),
Mr. M. AUSTIN and Mr J. MAWDSLEY (Group C.), also attended.

Mr. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

Mr. GEORGE GREEN and Mr. JOSEPH RUSSELL called and examined.

Mr. *Dale* (to Mr. *Green*).

19,988. You are a nail and chain manufacturer carrying on your business at Oldhill in Staffordshire?—Yes.

19,989. You are also a member of the Dudley Chamber of Commerce and you appear here as deputed by that body to give evidence?—Yes.

19,990. What are the causes of strikes in the hand-made nail trade, will you tell us?—We very seldom have strikes, in fact I may say we never have strikes excepting when the wages by the competition of the workpeople have been beaten down to a very low figure, and that has been done usually because there is not a sufficient amount of work for all the nail-makers to do, and the exceptional ones who get no orders on a Saturday go on working the next week. They always receive, or as a rule they have bar-iron by them at the end of the week, and if they cannot sell their nails to their regular employers they have to find a market where they can. That market usually is amongst the small men, many of them doing nothing at all in the trade when the demand for nails is good and there is a difficulty in getting a sufficient quantity from the workpeople. When trade is not good and these surplus quantities are thrown upon the market these exceptional men come in and buy them week by week till they accumulate a little quantity, when they push them into the market and these nails bring down the prices of the regular manufacturers who cannot get orders at the old prices and then are obliged to reduce the wages of the workmen to follow these smaller people who have undermined them with their customers.

19,991. The workers whom you describe as having a certain amount of bar-iron on hand

Mr. *Dale*—continued.

which they proceed in the following week to convert into nails and then to sell where they can get a market for them at very low prices, have not received that bar-iron from some particular manufacturer or middleman, have they, to whom they were expected to return it in the form of nails?—No. Some 20 years ago the employers always gave the workpeople credit for this iron. They always found the iron and the workpeople would all be indebted to the employers for the iron. These debts sometimes used to run up to a considerable amount, several pounds.

19,992. But the procedure that you have described, and to which I have just made allusion, is of a kind that leads the workman who is in the possession of iron at the end of the week free to sell the resulting nails?—Yes; I was about to say the old custom has gradually given place to a new one, where the workpeople are not credited with the iron, but in which they usually have got a few bundles by themselves, and if they have not a bundle they will pawn something or borrow money to get one.

19,993. In fact, they had bought the iron?—They had bought the iron.

19,994. Do you mean they pay for it at the time?—As a rule now it is their own iron.

19,995. Without being under an obligation to pay for it in the shape of nails to the person who supplied the iron to them?—Yes.

19,996. Then I understand that what you describe is this. Under this system of the nail-maker having become possessed by purchase or by credit of a certain quantity of bar-iron he converts that into nails, not having an order for them. Then he seeks out a market for them,

Mr. *Dale*—continued.

he is needy and accepts a very low price. The persons purchasing the nails from him at these very low prices throw them on the market at a very low price?—Yes.

19,997. And that leads to what might be called the more legitimate makers saying that they must lower their prices to meet this, and lowering their prices they must lower the wages?—Yes. Usually they would say to the workpeople when they have been obliged to stop them for a week or two weeks with no orders—and we have many and many a time done it—"We cannot get orders; our travellers "cannot get them because the nails are being "offered by the Birmingham factors and "others at a lower price than we can offer to "sell them at." Then the workpeople will say, "You know so-and-so is buying at 10 per cent. "off, or 20 per cent. off an understood list, and "we will work for you at the same discount if "you give us full work." We very likely start them all to try and get the orders back again, and we do that for a time, and the surplus people who can get no work bring down the price another 10 per cent., and by the end of the time when the price is down so that cannot they get a living at the income they earn, they begin to get desperate, and they appeal to the regular employers—that is those who are continuous in the trade—and they ask them if they cannot give them an advance. Unless we find the trade is getting a little better, and there is more demand, one master cannot start and give an advance before the others. If he does he leaves himself no profit on his nails, consequently we usually say to them, "If you will get a strike on and let "it be understood all through the trade that you "do not mean to work in the future at a less "list than so-and-so," and we—perhaps three or four of us—who have met together will undertake to get them that price as soon as we can, and when there has been a strike for a month or six weeks sometimes, or two months, then the market has not got so many nails to play with, and we usually meet together and agree to give the advanced list. That goes on until bad times come again, and the old system is gone through. But you see we cannot help ourselves under the present system of competition on the part of surplus labour bringing the prices down to the lowest figure. The fact is that no one employer will give an advance until all agree to give it, so that we are bound to bring on a strike. It must come.

19,998. Then are the employers permanently associated together?—Yes.

19,999. Do they merely co-operate together occasionally, or is there what is called an employers' association?—Yes, there is, taking one time with another, but there is no particular arrangement between us. We have an arrangement just now, and we are trying to work together, and hope to do so on the conciliation system, but I am afraid the old weakness of the surplus quantity of hands with nothing to do will undermine the market price whatever it may be that we may agree upon, and the old game will go on.

Mr. *Dale*—continued.

20,000. Are the men in union?—Yes, but it is very seldom that it amounts to much, because, they cannot afford to pay above 2*d.* or 3*d.* per week per man, and it hardly pays to collect it from them, but we are trying now to help the workpeople to get some funds together, in fact they have some funds that they have raised through the last strike and we are hopeful that with those funds they will be able to keep the price at its present figure for some time to come.

20,001. What are called strikes, then, are rather suspensions of work?—Just so.

20,002. And they do not necessarily imply some point in contention between the main body of men, and the masters? It does not necessarily imply that?—No, not necessarily—certainly not. (*Mr. Russell.*) There is generally a contention for wages. (*Mr. Green.*) Yes, but not an unpleasant contention.

20,003. You had a strike extending from October of last year to January of this year in the Bromsgrove district?—Yes.

20,004. Have you any personal knowledge of that?—Yes.

20,005. Would a description of that strike, its origin, object, and end, throw light on the industrial relations between employers and employed?—Pretty well. The whole of that strike, its origin and end, and nearly everything connected with it, is only a repetition of what has taken place before, excepting that in this strike the nail-makers were represented by a federation of trades and more especially by a Manchester newspaper—"The Manchester Sunday Chronicle," I think—which appealed to the working men of Lancashire, and they took great interest in the nail-makers and subscribed something like 150*l.* per week, which helped the nailers to get the advance which they then obtained, which was about 25 per cent. of a rise, an unprecedented thing in one strike so far as my memory goes.

20,006. Your works were not concerned in that?—Yes, about one-half of our nail-makers were. Ours are the nail-makers at Bromsgrove and Catshill.

20,007. Tell us what led to that strike?—The wages were down at a very low figure and the workpeople appealed to the employers, and we met the leading workpeople at Birmingham. The workpeople wanted an advance and we told them what we had found to be absolutely necessary before, that unless they could satisfy us that all the employers would be sure to give the advance if we declared one that day, we could not undertake to give one, but that if they would get the workpeople to come out on strike so that every buyer would know that before his workpeople commenced work again he would have to pay a certain price, the leading employers at that meeting were ready to give it to them. We are obliged to put them through a strike before we can venture wisely to raise the price if we are to make money out of the nails we are selling.

20,008. Then the long period over which this strike extended was rendered necessary, I suppose, by the failure of some of the nail-makers, as it were, to come out?—No; the whole of them, or

Mr. *Dale*—continued.

nearly the whole of them at Catshill and Bromsgrove were out, but the Federation was not wise. They went in for an advance of 50 per cent. which would cause every nail-master to lose on the orders that he had on his books, a matter of 40 per cent., and they felt it was an advance all at once which was unreasonable and they would not give it. 25 per cent. was offered nearly from the beginning and that was the advance which the workpeople ultimately were advised to commence work at.

20,009. Then, in fact, what you, the employers, had to say to the men at the outset was two things, "In the first place you must make your "claim half of what you are stating it at, and "if you so halve your claim as to make it "25 per cent. of advance, we at any rate are "willing to give it if all the others will do so"?—It hardly was quite as straight as that, first there was 10 per cent. given and then another 10 per cent., and then the other 5 per cent., amounting altogether to about 25 per cent. That, if my memory serves me right, was all offered by the employers within the first six weeks of the strike, so that the last 8 or 10 weeks was a strike which did not benefit the workpeople and perhaps injured the trade.

20,010. When these strikes have not lasted too long have they injured the trade much?—No; the strikes of a month or six weeks within the last dozen years have not, I think, injured the trade.

20,011. Do you mean they have allowed stocks to be cleared?—They have allowed stocks to be cleared, the stocks in the leather merchants' shops and the ironmongers', and the iron merchants', so that they did not injure it; but when a strike lasts for 17 or 18 weeks no doubt damage does begin to arise.

20,012. Does that arise from the consumers being driven to take machine-made nails?—Yes.

20,013. Having once been driven to machine-made nails they may stick to them?—The danger is that they do not come back, because the machine-made nail is always cheaper.

20,014. Now what is your view of the remedy for the state of things you have described?—I have thought that if we could provide for that surplus labour which brings down the value of all the other labour in some way by stopping it from being used we could keep the price up to what I should call a minimum level. If we had the power, for instance, which I do not expect we shall ever get, to arrange a board to settle a minimum wage list, the lowest price at which workpeople ought at a given time to work for, then when that was arranged, say, by a board composed of four nailmasters, four leading nailers, two workpeople out of other trades in our districts, and two employers out of other trades, making 12, then whatever list they agreed upon would be the price for each sized nail, and would be lowest at which a man should work. Let the county council see that list and find out that we are carrying out the undertaking, and then sanction it, and let it become law for a time. That practically would

Mr. *Dale*—continued.

give the present system the legal status that we were placed in by the Truck Act. The Truck Act so far as nail-making was concerned, and I suppose other trades, would never have been resorted to and the workpeople would never have demanded it if it had not been that the truck-masters out of the profit they made out of trucking used to be able to buy cheaper than anyone else, and so cheap that the workpeople could not live. The Truck Act has pretty well killed trucking in the nail trade. It is not creditable. There is no one probably in the trade who gives his workpeople goods for his nails. It has gone out of fashion, and it is not creditable, and no one of any importance has anything to do with it. If that was passed to stop the wages from coming down to a very, very low figure, and if we had power to make all those people who bought under this minimum list be subject to the penalties of the Truck Act, and so meet the condition of the workpeople who are the surplus quantity when they cannot get regular employment at their old employers and must seek work elsewhere, we should, I think, then stop strikes in the nail trade. That surplus quantity, so far as I am concerned, I should like to see provided for by a district rate until better times came. I would not let them go on the pauper list. I would have a rate raised for these people if it were shown that they were steady and lived steady lives, and were ready to work if they could find any, and the parish authorities could not find any for them. Under these circumstances I would have a rate raised, and I think they should be paid a minimum income to enable them to live till they could be provided for. I would not put them on the pauper list.

20,015. That is rather opening a different question?—Yes, but that is how I have thought it out.

20,016. I do not for myself see how you connect the course you recommend in regard to the conciliation board and to a minimum rate of wages and so on, with the Truck Act, except that you mean there should be some kind of penalty imposed upon any one offering lower rates than the minimum rates?—Yes; and I consider that in spirit the Truck Act was intended to do what I propose to do, by having a minimum wage list, and making those who buy at lower than that list while trade is bad, subject to a penalty. I think it would stop it at once.

20,017. Then who is to be subject to the penalty? Is it to be those who accept the lower rate as well as those who offer it?—Those who buy at it. Those who by their poverty and misery are driven to sell their labour at a lower rate than they ought to sell it at, being the weaker people, I would make the other people suffer.

20,018. That is those who take advantage of their condition?—Those who take advantage of the condition of weakness of the labourer should be punished.

20,019. Do not you think that that which you desire to see brought about would be

Mr. *Dale*—continued.

brought about with less departure from the course of ordinary English legislation, and in a manner more in accordance with what has been found to answer similar purposes in other trades by a strong combination of the men?—No, I do not think that that will ever come about in that way. In other trades as a rule, the workpeople work in factories, and wherever they work in factories it is an understood thing that it is mean of any workman to offer to work at a lower wage than the understood wage list. But somehow with our scattered domestic industry each man is a law unto himself. He has made his nails, and his iron is in the nail, and he goes hawking his goods about and he gets any man who will buy them to buy them practically at the buyer's own price.

20,020. Still, if the nail-makers, that is the actual artisans, were to combine and agree that they would not work for less than certain rates, they would no doubt be able to maintain them?—Yes; but supposing they do that and there is not a sufficient quantity of work for, say, 10 workmen to be employed at, but sufficient for nine, and there are nine workmen who are chosen to do the work so that one man is left alone, then what is the good of his combination with those other nine men who have got the work at the price agreed upon when he has got none. He stands out in the cold, yet he must get something to live upon. So he makes his nails and undermines all others in selling them. What you want to provide for really is for that odd man.

20,021. I think your scheme would not, as I understand it, at all influence the class of man whom you first began to describe, namely, the man who has bought his bar-iron and who has converted it into nails, and who is a seller of those nails, and is, in fact, a little manufacturer on his own account?—He is.

20,022. How would your scheme prevent his selling his nails at any price he chooses?—The man that he went to offer it to at a less price than the minimum list would be subject to a penalty.

20,023. By a minimum list you do not mean as I thought you did, a minimum rate to be paid to the worker for making it; it is the minimum price of the commodity in the market?—Yes, because if he sells it all in the market, as they usually do, they do not usually get the iron back.

20,024 So that what you are proposing is prohibitive legislation accompanied by penalties to enforce it against the man who, having bought certain bar-iron and converted it into nails, offers those nails at a price below a certain prescribed standard?—Yes, a penalty upon the buyer.

20,025. You are not aware, are you, of any legislation in this country proposed upon those lines?—No; excepting that I think that the Truck Act was intended to do that kind of work.

20,026. Some of us might be a little doubtful on that point?—Yes; but it has seemed so to me.

Mr. *Dale*—continued.

20,027. You are a chain manufacturer, are you not?—Yes.

20,028. Would you apply the same arrangement that you have been describing to chain-making?—No, I would not. If I had the power I would try it with the nail trade, and I think it would, as I say, stop strikes, and I think it would be soon afterwards extended to other trades.

20,029. Why would not you try it with chain-makers?—There may be considerably more difficulty in the way of applying it to chain-making. Nail-making is a peculiar trade—it is a sort of family trade, and the father, and the mother, and the children work together in one shop. Practically everybody is under the control of the father in the nail trade, but with regard to the chains the man has a large shop, and perhaps 8 or 10 nailers, and sometimes he goes in for a lot of apprentices, and of these one can make the common links, and the man himself will make the better class of links, and he will have another man fixing them all together. It is more complicated than the nail trade. I think if anything in the nature of the suggestions I have thought about ever had to be tried it would be better for it to be tried in a simple trade first.

20,030. Has the Dudley Chamber of Commerce which you represent discussed and adopted any views as to these trade disputes?—No, we have never done it.

20,031. Have you adopted any policy?—No, we have not discussed and tried to find out from the discussion any uniform policy which could be followed.

20,032. You have not mediated or otherwise intervened in trade disputes?—No; but if I may give my opinion, I am inclined to think that the Dudley Chamber of Commerce would agree with some such suggestion as mine if it could be carried out. I think they would be desirous, and, in fact, they are desirous that something should be done to mitigate this outcry which comes up every now and then when the nail-makers are in difficulty, such as I have pointed out when the demand is not sufficient to employ them all.

20,033. Does not that proceed from the fact that there are more men in the trade than can be employed at fair rates?—No. The reductions come about unreasonably quick. Employers can stop factories when trade is bad.

20,034. Did I understand you to say that you did not think it arose from there being more men in the trade than the trade needs?—No more than the trade needs one year with another, say in seven, eight, or ten years' running. It is only because for perhaps six months the demand is so small that all the workpeople cannot be employed. There is often a certain quantity that we cannot keep on full employment. Now in the other trades they all work in factories. We have men working in our chain factory not a great quantity, but about 20, and should we not find work for the whole of the men we stop on Monday, and on Tuesday. The wages do come lower down when the trade is bad. But they

Mr. *Dale*—continued.

only become lower gradually. There is a point which the wages reach below which the men would stand by one another, and they never let things come down to such a ruinous state of competition as the competition in the nail trade.

20,035. To what purposes are the hand-made nails chiefly applied?—The largest demand now is for nails to drive into the bottom of shoes what we call hob-nails. Then there are other nails which are made for special purposes.

20,036. Does the building trade absorb much?—No, not much. They take almost all machine-made nails.

20,037. What about shipbuilding?—Shipbuilding takes nearly all machine-made nails except large spikes. But as to many wrought-nails, it is not worth while anyone putting up a machine to make them by machinery.

20,038. Do you think the condition of things you have described is in part attributable to the machine-made nails superseding hand-made nails?—There is no doubt about it.

20,039. That is to say, that certain families who perhaps for generations have been in the hand-made nail trade are continuing to bring their members up to that same trade not recognising the fact that the trade is being transferred to a considerable extent to the machine-made nail trade?—I think taking them altogether there is a great quantity of them getting into other trades, and this has been the case for 20 years now. The wrought-nail trade is less than it was. There is perhaps two-thirds the demand for wrought-nails that there was 20 years ago. Children go into other trades, where they can be better employed because the wages of the nailer has never been a large one.

20,040. When you speak of very low or I might say starvation rates, what rates are you having in your mind per week?—I have known them to be such that a man would not get above 10*s.* a week, but then he would not be fully employed. There is never full work at that time either.

20,041. Would that 10*s.* a week be a personal amount, so much per week being earned in addition by the wife and the son and other members of the family?—Sometimes it is, but with a great number of them it is not. When the trade is bad like that, perhaps the father only can get work, and perhaps the son gets none.

20,042. Is there any other point on which you would like to proffer evidence to the Commission?—No, nothing specially. I have with respect to the wages some statistics that have been made. This 25 per cent. rise has made the nailers' wages comparatively good. I have here the averages of the wages taken down for about five weeks in the case of men and women and young women and youths working in warehouses at Catshill and Bromsgrove.

20,043. Will you give us them?—This is the net average after firing and tools have been deducted. The net earnings of the men are 18*s.* 5*d.*, and of the married women 9*s.* 8*d.*; of the young women, those who live with their mothers, 10*s.* 5*d.*, and the youths 11*s.* 9*d.*

Mr. *Dale*—continued.

20,044. The classes that you are describing are nail-makers?—Nail-makers.

20,045. Working where?—Working at Catshill and Bromsgrove, Worcestershire.

20,046. In a worker's factory?—No, in their own little shops near their cottages—four in each shop.

20,047. In these cases have they bought their own bar-iron, or do they merely have it delivered to them?—It may be that they have worked on their own iron as we call it, but then if they did that they would bring their iron in on Saturday and take another bundle for it.

20,048. In which case, at any rate, the account is debited with the bar-iron?—Yes. The bar-iron makes no difference. It does not interfere with the wage at all.

20,049. It is arrived at by ascertaining what has been given in each case for the nails minus what has been charged for the bar-iron?—There is nothing charged for the bar-iron. There is a regular system.

20,050. It is lent as it were, is it?—No, it is not lent. Supposing a workman starts on Monday and he has got 60 lbs. of iron, he brings 50 lbs. back, and 10 lbs. is waste according to a scale agreed on 50 years ago. If he brings 50 lbs. of nails we give him another bundle of iron.

20,051. Of course you have no knowledge of what the hours were that were worked in order to earn those wages, have you?—I should think about 55 hours per week, in my opinion, certainly not more than 60. By the 25 per cent. rise in wages they are doing fairly well now.

20,052. That is really a judgment which is based upon your general knowledge of the case?—Upon my knowledge of the workpeople and upon the result of consulting with the foremen in each district.

20,053. I do not cast doubt upon it, I only want to see whether it was not capable of exact ascertainment?—No; not at all.

20,054. They do not come in with a factory bell and go out with it?—No; not all.

Mr. *Burt.*

20,055. Those wages you have given are wages for the last five weeks, I understand?—Yes. In Catshill and Bromsgrove for the last five weeks.

20,056. Would that be fairly typical of the amount that is usually paid in that district?—Yes, I believe all the employers now are paying the same wages, and I should think without doubt that if all other employers' workpeople's wages had been gone into as these have they would turn out pretty well the same result.

20,057. Are these wages higher than, or lower than, or about the average that has been prevailing for a few years past?—This 25 per cent. advance which has been obtained in consequence of the strike at the present time makes the wage list to be higher than has been the average for the last 20 years, I should think by 20 per cent. (*Mr. Russell.*) Not 20 per cent. certainly. (*Mr. Green.*) Say 15 per cent. then.

Mr. *Burt*—continued.

20,058. So that they are higher now than they have been for many years past?—(*Mr. Green.*) Yes, higher than they have been since 1875.

20,059. The 10*s.* per week of which you speak is very exceptional as a wage, is it not?—For the young women?

20,060. No, you mentioned about the men having it?—That is when the trade is very bad, and the wage is brought down to the lowest possible figure that they ever work at.

20,061. I gathered from your evidence that on the whole, you were of opinion that the wages of the nail-makers are seldom what would be sufficient to maintain a family comfortably?—I would not say that. I know, taking them altogether, the nailers do not cut an unpleasant figure; for those who know them, and live amongst them, know that if they do not earn much per week, their habits from early life have been so economical that I believe it is an understood thing in the district that many small grocers and little shop keepers will give them credit more willingly than the miners and iron-workers, who get much more money one year with another. The nailers' accounts are looked upon with as much favour as the accounts of those other classes, who get heaps of money, and perhaps get into habits of extravagance, and are not to be relied upon from week to week like the poor nailers.

20,062. That is, they may be depended upon usually to pay their debts?—Yes.

20,063. You spoke of the nail-makers having accumulated some fund as the result of a strike?—Yes.

20,064. Usually working men dissipate their funds by striking, so that that is rather an exceptional thing?—Yes, and that arose in this way. The newspaper at Manchester which raised subscriptions to the tune of 150*l.* in some weeks, and the Trades Federation used their influence with them, and I believe raised a matter of 200*l.* to 300*l.* a week. They husbanded this money, I think. They did not allow it to be used up, because they did not know how long the strike was going to last. I take it that that was their motive, but not only that, but I know that some of them were satisfied that with the wage they were likely to commence work at, being so high unless they saw some means of supporting the workpeople whose employers would not go on giving them this big advance, the wages would soon be down again, and hence it was that they stopped the strike, and stopped it whilst they had 600*l.* or 650*l.* to the good. I know in our negotiations I recommended them to do that myself, and they followed that out, so that they had that 650*l.* to use to help the workpeople of those employers who were the first to attempt to reduce the present wage list.

20,065. Was the Federation that supported the men a Federation of similar trades?—Yes, so far as the Black Country is concerned. I do not know about others.

20,066. Nail-makers and others?—And chain-makers, and bolt and nut makers were in it, and workpeople in the iron trades.

Mr. *Burt*—continued.

20,067. I understand from you that about 25 per cent. advance was obtained as the result of that strike in two 10 per cent. advances and one 5 per cent advance?—Yes, that is practically what it amounted to.

20,068. And I understood that so far as the employers are concerned they were prepared to give that at the end of about six weeks?—That was about the time. It may have been eight weeks before negotiations were completed.

20,069. You say that the strike continued nevertheless for 8 or 10 weeks longer without any practical result as regards increasing the wage, but rather with the effect of injuring the trade?—I think so, I know as far as the wage is concerned they did not get any more than was offered them six weeks after the strike commenced.

20,070. Are you in a position to say whether the prolongation of the strike after the advance had been conceded was due to the local nail-makers or to outside influence on the part of this Federation or other bodies?—The employers conceded the 25 per cent. because some of them were willing that that should be done, and they said that they would struggle on with it and bear the loss themselves, but they would not go past that because they considered they were acting fairly if not acting generously, and they thought that if the workpeople would not work at that the trade must run the risk.

20,071. I understand their demand was for 50 per cent. higher, was it?—Yes.

20,072. And they continued the strike with the object of endeavouring to enforce a still greater advance than the 25 per cent.?—Yes.

Mr. *Trow.*

20,073. Did I understand you to say that it is the custom of some of the employers to persuade the men to strike when things get to their worst?—Yes, I would not say exactly "the custom," but I have said to the workpeople many a time that we should be obliged to have another strike.

20,074. It is not the custom, but you do it?—Yes; I do not think many of the other employers have done it, but I have done it.

20,075. You yourself and some of the other employers are willing to help the workmen to provide a fund yourselves in such cases of strike?—We are willing to help to work with the men all we can. I do not know that anything has been said about providing a fund other than that we are quite willing to use our moral influence with the workpeople to encourage them to pay their weekly amount so as to help the funds.

20,076. Believing that the men will organise and that it would in a large measure prevent the prices falling so low?—I think if they kept the fund always to the full they would be able to use it for the benefit of those workpeople who are the first to give way when a lower price is offered.

20,077. But you have not entire faith in the

Mr. *Trow*—continued.

success of organisation in such an event, because you ask further that Parliament should step in?—No, I have not entire faith in it. Human nature is not good enough.

20,078. You think it is fallacious?—No; but I am inclined to think if we had a sort of guild in our little trade it might be worked in that way, and the district is such that I do not think anyone would attempt to buy under that minimum list.

20,079. Is there any competition in your trade?—Only what arises in the same district from the different employers.

20,080. Do you export anything?—Not a very great quantity of wrought nails now. The machine-nails have beaten that trade.

20,081. Then am I to understand that you have a monopoly of trade?—It is all in South Staffordshire and East Worcestershire now.

20,082. Have you ever known a ring, either with Parliamentary powers or voluntary powers, to succeed in bolstering up prices in connexion with anything?—It is not bolstering it up. I do not propose to bolster up; I propose to stop when we have got at a bottom which every reasonable man will say is low enough. I would not, if I could help it, allow any man to work lower than that minimum list.

20,083. No; but have you ever known such an attempt made by any body of manufacturers?—No, it has not been tried yet.

20,084. Not in connexion with any trade?—Not that I am aware of. We, in our trade—the leading employers—for years past have been trying, by standing by each other, to see that the wages paid are not less than others, because we would not go below a certain list. There is about a dozen of us, and we each know that each one pays the understood list. It is the others outside that small ring that beat everything down.

20,085. If you have a monopoly and no competition, why should you ask Parliament or anyone else to step in?—Because those that are in the trade now, and anyone with 20*l.* can if he likes buy nails at 10 or 20 per cent. below the usual price; and if he can buy his 20*l.* or 30*l.* worth of nails a week and sell them he would be content. He would begin by that means buying so much cheaper; and if he could get his pound a week out of them he would put them on the market and stop the work of the workpeople who are getting a little more.

20,086. If Parliament fixed the minimum rate for nails, would you ask Parliament to provide the money to support the men who were out of employment, or would it be done by the district rates?—Yes, by the latter. We do not want Parliament to provide the money. I should simply say Parliament should give a power to the trade to try that plan—to organize the trade and try the plan.

20,087. What per cent. of the ratepayers in the district to be affected are nailers?—I would take all the parishes in which nails are made.

20,088. What per cent. of your own class would be brought in as compared with others?

Mr. *Trow*—continued.

—The nailers, I should think, in the one parish of Rowley would be about 20 per cent.

20,089. Are the other 80 per cent. of ratepayers to be taxed to keep the 20 per cent.?—I should not object to it.

20,090. But would they object to it?—I dare say they would, but I do not know that they would. I do not think the amount would be enough to make them complain. I do not think there would be any complaint.

20,091. Then you think that with Parliamentary powers you would be able to carry out your plan?—I think we could stop strikes, and that was the question put to me. I do not see that there is any possible way of stopping them except by some such power as is suggested. The workpeople would then know that they need not strike. When they got to the minimum they would know they could not go lower, and the surplus hands who could not get work in one place would get it elsewhere, and those who were in a sad condition would be relieved by the rate I have suggested. I would not make them paupers.

Mr. *Abraham.*

20,092. A strike in your district, if I understand you correctly, is a cessation of labour agreed upon mutually by employers and workmen?—Yes.

20,093. Does that cessation of labour usually bring about the desired affect?—I cannot say that I understand the question; will you put it to me in another way?

20,094. Does that stoppage of work bring about the effect that the employers and workmen desire at the time, as a rule?—You mean if we had this minimum list, or do you mean the strike?

20,095. Call it a strike if you like?—Yes, it does; it gets all the workpeople banded together, not to work any longer at the old prices—not to work till an advance has been agreed upon which they are to work at. The result of a strike is that the production is stopped and the market demand continues, and we can start them at a higher price.

20,096. The result of a strike, then, is to enable the employers to advance the price of nails, is that so?—Yes.

20,097. If there were less workmen or workpeople in that trade would not the wages be better as a rule?—Of course if there are less workpeople than are required, the workpeople get the mastery of the market, but it may be in one month the operative has the best of it, and it may be in the next month the manufacturer has the best of it.

20,098. Yes; but if there were less workmen to be got than the demand of trade required the workmen always would have the best of it?—Undoubtedly.

20,099. So that really if there were less people in the trade the wages would be better generally?—If there were never too many people in the trade wages would never go down.

20,100. That would be the natural result?—Certainly.

Mr. *Abraham*—continued.

20,101. Then the natural result of less people being employed in the nail trade would be a better state of things all round?—No, I do not see that.

20,102. Is not that the natural conclusion of your answer?—No, I do not see that.

20,103. If these workpeople were well organised and agreed not to produce nails below a certain rate that would give them a fair living, and could they by that means not regulate their own trade?—I do not think they ever will do it successfully.

20,104. And yet it is desirable from your standpoint that they should do so?—Yes.

20,105. You believe that they themselves are desirous of bringing such a result about?—Yes.

20,106. But you say they have not confidence enough in one another to press it home?—They will not stand by each other.

20,107. They had not confidence in one another sufficient to enable them to venture to try to do so, I suppose; is that so?—They will try, but it comes to a point at last as I indicated in the case of 10 men seeking work, and there being only work for nine, and the nine men getting the work, and the tenth man getting no work. In that case there is no provision for that man to have anything at all.

20,108. Then you think that the state of opinion among the body of men is that such combination is desirable?—Certainly.

20,109. But you think that they fail to carry it out for want of sufficient confidence in one another?—Yes.

20,110. That being so, in your opinion, you say that legislation would effectively aid these people?—Yes; as I said, it would stop strikes.

20,111. Legislation would do for them in that case that which, for the want of confidence in one another, they fail to do for themselves?—Yes.

20,112. That is your reason for asking for the interference of the Legislature?—Yes.

20,113. What part of the real work of nail production do the women do?—They make small hob-nails such as are driven into shoes.

20,114. What is the largest size of nail made by women?—About 5 lbs. to a thousand in these hob-nails, but they will work up to 10 lbs. with other nails.

20,115. Do they take any part in the production of heavier nails?—Not the heavier nails in connexion with the general nail trade. There is one part of the trade spike-making, where they have to forge the points with an oliver.

20,116. And they have to use heavy hammers?—They use heavy hammers. The hammer is an oliver that is worked easily by the foot.

20,117. Have you instances where men and women produce the same nails or similar nails?—There are some cases where men make what we call women's nails, but hardly any cases where women make what are called men's nails.

20,118. Is there a difference in the price paid to the women for making the nails that are actually made by the men?—No.

20,119. They are paid the same wage?—The same payment.

20,120. Then what accounts for the difference in the wages paid to men and women?—That has come about gradually. It always has been so. The women have never been able to get as much per week out of a week's work which they do as men have been able to get so far back as I know, and I believe it is the same in other trades.

20,121. Is the woman able to produce the same amount of small nails as the man is?—Yes, some women will. Of course she must be an exceptional woman.

20,122. As a rule?—As a rule they do not do it. She would be an exceptional woman that would do as much as an average man.

20,123. Let us take the rule. What would be the real difference in power and skill between the woman and the man? What would the difference in wages be in producing the same class of nails?—Not much; they do not work at the same nails; that is it.

20,124. You said occasionally they did?—It would not amount to much above 10 per cent

20,125. But you understand my question, do not you? I do not want to put the question in a technical way at all. I want to elicit the fact. What is considered to be the difference between the value of a woman's labour and that of a man?—I do not know that there is anything worth calculating. Do you mean where the woman makes the same nail as the man?

20,126. Yes, or something approaching the same?—I do not know. There are cases where a man makes the same nails as a woman, and if that man works at women's work, if he is an average man, he will get 10 per cent. more than an average woman, because he might, perhaps, put more energy into his work, and it would make 10 per cent. difference.

20,127. Then the difference of 70 or 80 per cent. in the wages is rather the result of a custom that has grown gradually up in the district than anything else?—Yes. I think it has arisen in this way: The men's wages had to be tempered according to what a man had necessarily to earn. A man, as a rule, has had to keep a family, and the woman has never had to keep anyone, and the competition of single women against single women has kept wages low all through, and the competition of married men with married men has kept wages up.

20,128. This 18*s.* 5*d.* that they earn, according to the evidence we have had, is an exceedingly good wage?—It is a good wage for the nail-maker.

20,129. Do you think that that is a wage which is sufficient to keep a family in fair circumstances?—You must bear in mind that in the nail trade the whole of the family are able to get something, whereas in mining the miner only is able to earn something. We have cases where the father will get his 18*s.* and the mother her 6*s.*, and the youth will get his 10*s.* a week. We have plenty of cases where they will take 25*s.* or 30*s.* a week.

20,130. Quite so, but in this case the wages of the man—the father—are supplemented by the wages of the mother, the wages of the

Mr. *Abraham*—continued.

daughter, and, probably, the wages of a boy or two?—Yes, when the family is grown up.

20,131. And between them they make in a week how much?—2*l.*

20,132. Then the 2*l.* would be what would be considered a fair wage to meet the necessities of the family?—Yes; but there are not many families like that where the whole family keeps in the trade. Please understand that they are only exceptional cases.

20,133. But where there is no family in the trade, and the father only earns wages, what becomes of the family that lives upon 18*s.* 5*d.*?—They have to live upon it.

20,134. Even when it is necessary to earn 2*l.* to let them live?—I did not say it was necessary to earn 2*l.*, but I said they could altogether earn 2*l.*

20,135. It is rather a dangerous question for me to put, but, in your opinion, is it not the fact that the employment of the wives, the women in general, the girls and the boys, has the effect of keeping the wages of the men down?—No; I do not think if the world could go back 100 years, and the women and boys could be eliminated, that the wages would be a penny more.

20,136. If you to-morrow gave a month's notice to all the women and children in the trade, would not that be the means of raising the wages of the men directly?—Well, it might for a short time; but it would be the means of forcing half the trade into the malleable hob-nails. It would not do any good to the men or women.

20,137. It would raise their wages?—Very little; it would not, indeed.

20,138. Do you think it would or would not do it?—It would not have that effect.

20,139. Then shortening the production by one means is not effectual where it is by another?—No; the shortening of the produce in that manner may lead to an advance in prices to the workpeople, to the men, we will say, and they would not work at a wage less than they are getting now, but it would double the price of nails, which would stop the demand for them above one half. It would kill the trade.

20,140. I suppose you have other classes of iron trades in the district?—Yes.

20,141. And the coal trade?—In one part of the district; but at Catshill and Bromsgrove it is entirely a rural district; there is no trade.

20,142. Are the women generally employed in other branches of the iron trade in that district?—No.

20,143. Could you give the average of wages earned by men in those trades?—In the iron trade, do you mean?

20,144. Yes?—I do not think I could give the average. I should think the average of the best workers would be 25*s.* or 30*s.*

20,145. Perhaps 2*l.*?—But the labourers who work in the ironworks are making only 2*s.* 10*d.* or 3*s.* a day.

20,146. So that the labourers in those trades would be earning the same wages as a nailer?—Yes.

Mr. *Abraham*—continued.

20,147. As a skilled nailer?—A skilled nailer is no better than any other. In making nails it does not require a great amount of skill.

20,148. As a rule in other trades the head of the family earns the same wages as a whole family in the nail trade?—Oh, no! I say a nail-maker gets here, according to my figure, 18*s.* 5*d.* a week for intelligence and any knowledge he may have of the class of work he does. There is only a single forging at one nail, and most of them can only make the one kind of nail that he has been brought up to make. In the iron trade a puddler will get more.

20,149. But supposing I, who never saw a nail being made in my life, went up there, should I be a good hand at nail-making the first day?—No, but you could if you started when young.

20,150. So that it requires a starting when young to become skilled in making nails?—Yes; and I believe the labourer requires some time before he gets into it.

20,151. What hours do they work?—About 55 per week. They do not work more.

20,152. That is exclusive of meal time?—55 hours' clear work; 10 hours a day and 5 hours on Saturday.

20,153. These men work 10 hours a day, and they have to be trained to make nails, and in producing nails they occasionally get the exceptional wage of 18*s.* 5*d.* per week?—Their wages have gone higher than the average.

20,154. The present wage of 18*s.* 5*d.* is higher than the average, do you say?—Yes.

Mr. *Trow.*

20,155. Could you give me the name of the works where the men are making 2*s.* 10*d.* a day in the iron trade?—I do not know that I could.

20,156. Who are the skilled men that are getting 25*s.* a week that you mentioned?—I do not know exactly what they get in the iron works. I do think the puddlers would get more; the puddlers would get 30*s.* a week.

Mr. *Hewlett.*

20,157. In the event of the employment of women and children being done away with as spoken of by Mr. Abraham, would that raise the price of nails, do you consider?—If it were done away with, say, at once I think it would for a short time, but I think in a very short time the demand for that labour would cease. It must be so. We should not be able to get the price. The 25 per cent. has been a very, very great strain on the buyers.

20,158. If I follow you rightly you think that the men would increase, and consequently the price would not be raised permanently, is that what you mean?—No, I do not. If the women were not allowed to make these nails, if they were made at all they would have to be made by men. The men's wage would have to be advanced in proportion to induce any man to make these women's nails. That would cause

Mr. *Hewlett*—continued.

the price of the nails to be so high that those who now use them would simply discontinue the use of them and introduce the malleable nail.

20,159. Then do you think it would raise the price of nails permanently?—Yes, but there soon would be no demand for them.

20,160. I want to see whether you think it would raise the price of nails, and, if so, would it raise it to such an extent as to injure the trade?—It certainly would. It would kill the trade undoubtedly.

20,161. That is what I wanted to know. Now I want to ask a question about the remedies which you propose for the labour difficulties. I think first of all you suggested that there should be a board comprised of three or four persons from each side?—Four each side.

20,162. You mean composed of employers and employed?—Yes.

20,163. Would you contemplate having an umpire or not?—No, I should think that the dozen which would compose the board would agree on the minimum list, and there would be no umpire.

20,164. Supposing they could not agree, how would you settle the matter then?—The trade would have to wait a little, and go on under the struggle.

20,165. Indefinitely?—No, when they could agree that a certain list was low enough then it should be made law that that was the lowest price.

20,166. Supposing the employers desired to reduce the wages of the men, and the men refused to have the reduction, then you would, I presume, call the board together, but then I say, supposing that the board being called together could not agree, what would happen?—I should allow that state of things to continue where the workpeople would go on competing against each other.

20,167. Would you contemplate the employers continuing to pay the higher rate of wages for an indefinite period?—They would not have to pay a higher rate, but they would have to pay a lower rate in all probability.

20,168. I do not think I quite comprehend your answer?—Out of sympathy with the workpeople when they have got through their labour struggle, and when they are competing with each other and bringing down their wages so low.

20,169. I sympathise with you as much as you like about that, but I want rather to follow that particular question. I will assume if you like that the wages are very high, that trade has begun to be worse, and that employers consider that they are entitled, I will say, to a 10 per cent. reduction in wages. If the men differed from that and the board is called together and it did not agree, then I want to know what is your remedy?—The board to my idea would not come in until we had got down to the very lowest figure. Supposing, now, the wages are 15 per cent. higher than the average of the last 15 years, and supposing wages then began to go down 10 per cent. at a time as they generally do, then another 10 per cent., making 20, and then another 10 per cent., making 30, the wage would get lower than the average a great deal, and when it got down so low that everybody knew that the workpeople were living at a miserable wage, then I would have a board to be called in to decide whether that was to be a minimum wage or not, and that would decide what should be the minimum, and they could work at the minimum till times got better when they would go in for more as soon as they could. That is my idea, but you will understand I do not suggest this particularly. The question was put to me, "Can you suggest any mode of preventing strikes in the trade?" We never get strikes except when the wages get down to the bottom, and then we must have a strike to compel the masters to pay a higher rate. The men would go on working at the lowest rate and then when trade was better they would meet and get it raised. Supply and demand should settle everything above the minimum.

Mr. *Hewlett*—continued.

20,170. May I describe your board as a board to prevent wages falling below a certain amount?—Yes.

20,171. I think another point you want to go into is with reference to the surplus labour in the district, but I am not sure whether I quite followed your cure. Did you mean the rate which you proposed to be levied in the district to be a cure for surplus labour or had you some other cure in your mind?—I only meant this that if you had this minimum list and if everyone knew that they could not buy at less than that list they would naturally employ the best workmen, and if there were any indifferent ones in the trade, those would be the men to go short at the end of the week and those decent and upright men and hardworkers instead of being allowed to starve I should like to see a rate raised to find them a few shillings a week till they could get into some other trade or until they could emigrate or something else.

20,172. Before you undertook to provide for the man by way of a rate would you make it compulsory upon him to have sought every other means of obtaining employment?—Certainly. I would have the board or somebody to decide upon it, and they would not give him the rate unless they were perfectly satisfied that he ought to have it. From simple humane feelings I should say, "You cannot work, even "if you want to work, at less than that list "price, and that is as low as we want to go, "and you cannot work by any possibility, "therefore we will find something for you to "subsist upon." In that case those who were better off in the district would be rated for it.

20,173. With regard to the rate which you proposed to levy on the district to support the persons who are unable to find work for themselves, in what respect would that differ from the rate applied by the board of guardians except in the name?—If it was understood that it was a rate paid to those men for the reason given it would not be objectionable.

Sir *E. Harland.*

20,174. With reference to the question of the women not earning as much wages as the men, I presume that would arise because of their not having an opportunity of working through their physical incapacity, or through their not being able to work at that class of nails at which the men were able to work. Would that be so?—I do not know how it arose, but I think it arose in the way I have suggested that the wages have been adjusted to the social position that the man takes as the head of the family, who has got to keep the lot.

20,175. Do the men work generally at heavier nails than the women?—Yes.

20,176. Then it almost follows that if the women and men both produce exactly the same kind of nail, and if the women earn within 10 per cent. as much wages as the men, the heavier nails which the men generally make are really a class of nail at which it is possible to earn better wages than the smaller nails?—It is simply that the wages have been adjusted with respect to those heavier nails, because men have to make them.

20,177. That is it precisely. Now, with reference to the amount of wages, the wages which I took down as being the wages of the four classes in the family come together to about 2*l.* 10*s.* or 3*l.* a week?—Yes.

20,178. So if there were four in the family so engaged you would say that is a comfortable amount for them to earn?—Yes, but it is very seldom where they run all together in a family—it is not one case in 20.

20,179. You also referred to this, that if the women and girls were taken off their work, leaving it entirely to the men and perhaps the boys, it would increase the price in effect, so that it might perhaps interfere with the sale of the manufactured article?—Yes.

20,180. Then you will admit apparently from that that an increase in the price might injure the sale of the nails?—We could not help it.

20,181. Then how do you support your theory that by Act of Parliament you might prevent too low a rate being charged or being accepted by the men who are working?—That low rate, as I have stated, only comes about when there is a surplus quantity of labour in the market, and it beats down the wage.

20,182. That is not quite my question. It was to this effect, that if by Act of Parliament, which you recommend, below a certain price nails are not to be made, might not that Bill also be brought in to deal with other manufactures?—I am bound to allow that it would be so, and if that system was proved to be workable it would spread.

20,183. If that were followed out with regard to the work of the workmen, might not it also be followed with regard to the prices asked by the employers of labour, might not they be compelled by Act of Parliament not to accept contracts or accept the execution of work below certain prices?—Oh, no, because if they do that they are never brought to starvation, they are never brought to have less food in the week than they can live upon. If they lower the price of their goods lower than the cost price,

Sir *E. Harland*—continued.

and so decrease their capital, no one ought to stop them, someone else benefits if they lose—no one physically suffers.

20,184. You urge that there should be legislation in the direction of preventing things being too low in price?—Yes.

20,185. Would you also advocate legislation in the opposite direction to prevent things being too high? Take those rings which we have heard of within the last few years, a term perhaps borrowed from the American mode of dealing with matters of the kind. We have heard of rings at once doubling the price of certain commodities, would you advocate in a like manner that the Government should make such combinations to run up the prices which the people are necessarily called upon to pay, illegal?—I have not thought particularly about it, and I am not prepared to give an opinion upon that point. I do not sympathise with those in the ring, but all of us would be glad, I dare say, to be in a ring.

20,186. As to the qualification necessary to make nails you do not think it should be classed among the high-class handicrafts of the country?—No.

20,187. Would you consider that there are labourers and labourers, that is to say, there are labourers who are handy men, who earn more wages than others not so handy?—You mean labourers in the nail trade, do you not?

20,188. In any trade?—Yes.

20,189. Say in the iron trade?—Yes, certainly.

20,190. There are labourers who might almost be called skilled labourers?—Yes.

20,191. Therefore such men must be worth to those who employ them more wages?—Yes.

20,192. There has been quoted the price of 2*s.* 10*d.* a day, was that thought a very low price?—Yes.

20,193. You also mentioned about malleable nails, do you mean generally to convey that those are made by hand?—Not made by hand, not forged by hand.

20,194. The cut nails are the lowest type of nails, are they?—Yes.

20,195. Then the next are the malleable nails?—Malleable hob-nails.

20,196. Made by machinery?—No, they are cast from molten metal, poured into sand.

20,197. How are those malleable?—They are malleable cast nails.

20,198. The malleable iron is sufficiently free to run into moulds of that kind?—Yes, and the malleableness makes them tough.

20,199. They might be malleable cast iron?—Yes.

20,200. Then the others are wrought-nails?—Yes, hammered out.

Mr. *Dale* (to Mr. *Russell*).

20,201. You are a nail and edge tool manufacturer carrying on business at Dudley under the designation of Swindell & Co.?—Yes.

20,202. You are also a member of the Dudley Chamber of Commerce?—Yes.

Mr. *Dale*—continued.

20,203. You have heard the evidence of Mr. Green?—Yes.

20,204. Do you generally concur in it?—I do, but I am altogether opposed to his idea of the prevention of strikes.

20,205. You do not share his views in that respect?—I do not.

20,206. As to the mode in which strikes might be prevented as explained by him you do not agree?—I do not, I think we shall have to legislate upon every individual trade if his views are adopted.

20,207. But do you agree with him as to what has usually occasioned strikes or suspensions of work in the nail trade of the district?—I do.

20,208. Do you attribute it to the low price at which those who have possessed themselves of bar-iron and converted it into nails have offered those nails in the market?—By "in the market" must be understood what are known in the trade as foggers or small men, not the men who go, as we term it, into the market and sell to merchants and ironmongers and travel through the country. Those foggers are always open to buy nails from the workpeople if they can get them so much below the wages list that they believe they shall shortly make profit upon them by offering them to the masters; these persons, who are known as the nail-masters, travel over the country buying and selling nails. The wages are generally brought down by the foggers' system; when the workpeople are put on short work they go to make a living, as they say, to the fogger, who buys the nails cheaper than the list price, and then the fogger by-and-by, when he has an accumulation, goes to the nail-masters and others and sells those nails, we will say, at 10 or 5 or $7\frac{1}{2}$ or 15 per cent. lower than the published wage list, and naturally the master says to his people then, I can buy nails from the fogger at lower prices, and if you can work for a fogger at lower wages you can work for me at lower wages.

20,209. A fogger is a middleman who is in the habit of buying nails direct from the maker and holding them so long as it may be worth his while to do so, and then he sells them not to the consumer usually but to the nail-master?—Yes, to the nail-master.

20,210. You think that has a tendency to bring down the price of nails, and with it the price paid for labour?—Quite so, to bring down the value of stock.

20,211. Then in what manner do you think that condition of things could be amended?—I do not think it could be done any better than by the workpeople being combined, I see no other way of it; I do not believe in legislation upon the subject, but if the men can be combined in union, and if they work together as some unions do not for the abuse of the trade but to protect their own interests, I think that is the best way of preventing low wages.

20,212. I suppose you admit that too high a price might drive the trade away or cause it to transfer itself?—Certainly to other classes of machine-made nails.

20,213. But still you also imply that there are at times prices so low that they might be raised without loss of trade?—I do think so, the wages have sometimes been so low, I was ashamed to see the workpeople pick up the money.

20,214. But, in fact, there is a rate of wages, and there is a resulting price of nails which might be maintained—although at times it now sinks below that—without the trade being driven elsewhere or into other channels?—I think so.

20,215. I think you are able to say something about the nail-masters having recently formed a Wages Board?—Yes, as the result of that long strike we had a good number of meetings, and at a meeting of the trade held on the 21st of January at Birmingham the workpeople were offered a second 10 per cent. to be payable on the 6th of February. The list (*handing in the same*) was published at once to try to get it paid generally, and I may hand it in to you just to show that we wish the list to be put in a prominent place in every warehouse, so that the workpeople may know what wages they ought to pick up for the various classes of work they do. At one of those meetings it was suggested that with a view of avoiding strikes we should have a board composed of an equal number of masters and workpeople. Our first meeting with that Board was to have been on Thursday last, but through one of the workpeople's representatives missing his train, it was postponed till next Thursday.

20,216. About how many employers would be represented?—Three or four of each. (*Mr. Green.*) Six of each. (*Mr. Russell.*) Six employers and six workpeople.

20,217. You have not as yet drawn up any rules, perhaps, or any written statement to govern your relationship?—We have not; but I may say it is not the first time it has been tried. It was tried in 1880, and after a few months it fell through in consequence of the old system of the workpeople selling their work under the published wage list.

20,218. What has been defined as the object of the Board?—To hear what the men have to say from time to time when they think a certain class of nail will bear better wages. The masters will then hear what the men have to say about it; but, on the other hand, the masters would report the state of trade, and would hear from each other whether the wages were generally being adhered to.

20,219. Are the half-dozen firms whom you expect to unite on this Board the leading employers in the nail trade?—I think they are. (*Mr. Green.*) The half-a-dozen are a committee. (*Mr. Russell.*) They are a committee of the trade. We should report to the trade at a general meeting.

20,220. Do you hope that the trade, as a whole, will be represented?—We do. The nail trade is so different from most trades because the surplus labour of other trades when they are bad flow to it. We will take, for instance, the ironworkers who abound in the Dudley district. When trade is bad, if they are only doing three days a week, they make up their wages sufficiently to enable them to keep house by

Mr. *Dale*—continued.

turning into the shop to make nails, therefore that has a tendency to bring down the nailers' wages generally.

20,221. Then there is not so much skill required in nail-making, but that a man who ordinarily follows some other occupation can turn his hand to some class of nails?—Yes, he can generally do something in it.

20,222. You say that a board of this character was attempted to be formed once before?—In 1880.

20,223. What became of it?—It came to grief.

20,224. Why?—Because the members of the trade did not adhere to the list prices that we issued.

20,225. Did the employers fall away, or did the workpeople fall away?—The employers fell away. (*Mr. Green.*) Some of the employers would not join. (*Mr. Russell.*) Some of them would not join. I have here a book of rules of the Board that was attempted to be formed in 1880 (*see Appendix* 38).

20,226. In the Board of Conciliation for the wrought-nail trade there is a president, a vice-president, treasurer, referee, and secretary. You are the secretary?—(*Mr. Green.*) Yes.

20,227. This book is headed, "Rules as adopted "at the meeting of delegates held at the Grand "Hotel, Birmingham, January 5th, 1880." I will read some of the rules. "That a Board of "Trade be formed to be styled the 'Board of "'Arbitration and Conciliation for the Wrought "'Nail Trade.' That the object of the said "board shall be to arbitrate on all questions of "wages that may be referred to it from time to "time, by the joint consent of the employers "and workmen, and by conciliatory means to "interpose its influence to put an end to any "dispute that may arise. This Board to consist "of 12 employers and 12 workmen, five of each "to form a quorum. The whole of the dele-"gates to serve for one year, and to be eligible "for re-election. The new committee to be "elected in the month of January in each year. "The decision of the Board shall be binding on "the parties to any dispute submitted by them. "That three committees shall be appointed, "each composed of four employers and four "workmen"—is that to represent the different branches of the trade?—(*Mr. Russell.*) Yes.

20,228. Then there is the appointment of officials, and periods of meetings, and it says: "The "chairman to have but one vote, and in case of "numbers being equal, appeal shall be made to "the referee. That the decision of the referee "shall be final, and binding on both sides. "That when, at any meeting of the Board, the "numbers of employers and workmen is un-"equal, all shall have the right of fully entering "into the discussion of any matters brought "before them, but only an equal number of "each shall vote. The withdrawal of the mem-"bers, of whichever body may be in excess, to "be by lot. That the expenses incurred by "this Board be borne equally by the employers "and the workmen, and the accounts to be pro-

Mr. *Dale*—continued.

"duced and passed at the January meeting of "each year. That all employers shall pay the "prices of the list of the time being (the present "list being dated February 5th, 1879, and for "'Cwt.' nails the list dated November 13th "1879); and, on the other hand, no workman "shall sell his nails under the said prices." "Those are all the rules of any importance?—Yes.

20,229. How long did this Board exist?—I am not prepared to say what length of time it was, but I think it came to grief within one year through some of the masters being unwilling to join and the usual under-buying. The under-buying does away with the confidence of the capitalist in stocking nails when there is a slack demand. We for many years employed our workpeople regularly, and at one time would have 10,000 bundles of nails in stock, but in consequence of the tumble down in wages from 1875 to 1879 we lost hundreds of pounds upon them. We should be very glad to keep up a good wages list, a fair and reasonable one, I mean.

20,230. Your hope for avoiding such labour difficulties as you have lies in the formation of an association of this character which was attempted to be formed in 1880?—Yes.

20,231. And in drawing into its membership all or almost all the employers, and the men holding to it also?—Yes.

20,232. That would be for the benefit of the employers and the men in the trade, you think?—I do; for our mutual benefit it would be, I believe.

20,233. Is there any other point on which you wish to proffer evidence?—I do not think there is. I can only confirm my colleague, Mr. Green, as to what he said about wages, and I may also add myself, notwithstanding all that has been said from time to time about female labour, that I look upon the nail and small chain trade as one of the most useful domestic trades that I know of throughout the kingdom, and that the wages which girls and women can earn at the trade are better generally than at other trades. I will take a case which I took out of my wages book the other day of a mother with two daughters. The husband is a collier, and is now in the hospital; the mother and daughters are able to nail and keep the home together, and their combined wages in one series of weeks were 29*s.* 7*d.*, 25*s.* 6*d.*, 27*s.* 9*d.*, and 21*s.* 10*d.*

20,234. That is over a series of weeks?—Yes. Now I do not know any other domestic industry at which a woman and her young children can turn their hands in the case of sickness or as in this case of the husband being away in the hospital, except the nail and small chain trade.

20,235. Did that family work at their own home?—They did work at their own home in a little shop attached to their cottage for which they paid probably 2*s.* 6*d.* a week.

20,236. That is to say, for the house they live in and the room or place they work in?—Yes.

20,237. What appliances would be needed for carrying the work on—a blacksmith's fire?—A

Mr. *Dale*—continued.

small fire. They burn a few small gleeds or breeze.

20,238. Would they have to have bellows?—A pair of small bellows.

20,239. Worked with a treadle?—With the hand generally, but they require but very small fires, because the iron they work is thin, and they have this advantage (but some people question whether it is an advantage) that they can work at what hours they think proper. We have no control over their hours as a matter of course, but the children under age are governed by the Workshops Act.

20,240. Would they have to wield a hammer of any great weight?—No, not in this class of work, that is only in the spike trade, and we do very little in the spike trade.

20,241. There is nothing unsuited to the labour of a woman?—No, there is nothing unsuited to the labour of a woman. Any strong healthy female may do the class of work which these people do, because they would be nails from ¾ of an inch to 1½ inches long.

20,242. Were they working for your firm?—Yes, I have taken these wages out from the wages book.

20,243. That means that they would get from your warehouse the necessary bar-iron?—Yes.

20,244. And they would take back the nails?—They would take back the nails and receive those wages. They would have to pay for their own tools out of what they earn—they would have to pay 1*s.* 6*d.* or 2*s.* a week out of those sums for their fuel, and the carriage to the warehouse and the tools. When I say tools I mean the repairing of the tools. If a nailer has his tools they will last a great many years, but they require to be repaired from time to time. Their bellows would very rarely require repairing, but the tool with which they head the nails would have mostly to be repaired.

Mr. *Abraham.*

20,245. Is it 2*s.* for each person?—No, for the lot. The four would work out of one small breeze fire.

Mr. *Dale.*

20,246. Is there any other point you would like to bring under our notice?—I do not think there is unless you would like to ask any question.

Mr. *Burt.*

20,247. Do the women ever do any of the heavier kind of work?—They do in what we call spike-making shops.

20,248. Would you consider that that is fit work for women?—For strong women I do not see that it is objectionable. I would not have them point any nails larger than half an inch, and that is done, as Mr. Green said, with an oliver, which is very easily worked indeed.

20,249. With regard to the arbitration or wages board which you say was in operation for about a year, did it accomplish anything in the way of adjusting difficulties during the time it was in operation?—It did for a time.

20,250. Until the masters began to leave it?—Until the employers fell away.

20,251. If the employers had stood together there was every reason to suppose it might have operated beneficially?—I believe that it would have done so.

Mr. *Trow.*

20,252. When women are employed on work similar to the work of men, do they receive a similar rate of wages?—Yes, there is only one wages list for the same sized nail. There is not one list for women and another list for men. Take any nail you like, say a slate nail, a woman would probably make those from three-quarters of an inch up to an inch and three-quarters, or two inches, but when they come to the larger nails they are generally made by men.

20,253. Is there any competition in the spike trade?—There is great competition with members of the trade for the orders.

Mr. *Dale.*

20,254. Are you in the trade?—Yes, we do something in the trade, but we do not employ many in that trade.

Mr. *Trow.*

20,255. Is there any competition outside, as from Germany or France?—I believe there is as to machine-made spikes, and in the north a great many are made.

20,256. Your hand-made spikes are superior to machine-made spikes, are they?—That is, I should say, a matter of opinion.

20,257. They finish some of the work by hand?—Yes.

20,258. That is after it has been through the machine, is it?—I am not aware of it. What we should call a machine-made nail is finished out and out with a machine.

20,259. Now the great difficulty I gather is from the fogger with regard to the reduction in the prices?—That is the way the wages are generally brought down, it is from the workpeople themselves. I am bound to say that the reduction generally emanated from the workpeople themselves.

20,260. And the fogger gets a profit by the transaction?—Yes.

20,261. Could not the nail manufacturers supersede the fogger?—No, there are many nailers who, I am sorry to say, will not work for a warehouse because warehouses cannot be opened to receive work day by day. We give the poorest the opportunity of giving in their work, and we open the warehouse twice a week on Wednesday and Saturday, in one district, but many nailers are not satisfied with taking their work twice a week, but they will take it to the fogger twice a day, and hence they will always remain poor, and there are men who are everlastingly running to the pop-shop, as the people call it. They will always keep poor. We have

Mr. *Trow*—continued.

tried to lift them out of it and I have done it myself.

20,262. You believe that organization amongst themselves would be good?—I do think it would be beneficial to the trade.

20,263. You think it would be a sufficient remedy without appealing to Parliament?—Yes, I do think so.

Duke of *Devonshire.*

20,264. Have these workmen in this trade a Union?—They have, or rather they are trying to establish one, I think I may say through the recent strike.

20,265. Up to now there has not been one in existence, has there?—No, not for some years past.

20,266. Then there is no recognized machinery by which the wages can be regulated, is there; there is no one to represent the workmen?—There has not been for years past, but we are trying to establish a board by which that can come about.

Duke of *Devonshire*—continued.

20,267. Are the strikes which have taken place due to the action of the men themselves and not due to any association?—They are due to the action of the men.

20,268. I thought I understood you to say that you had only a strike when the wages were so low that the men were unable to live upon them?—I believe that has been so.

Mr. *Tait.*

20,269. Is it a fact, as was the evidence given here by one of the representatives of the *employés* that the women in the district which you hail from do work with their children near them, sometimes suspended from the ceiling, and at other times again that they have the cradle for the children near them when they are at work?—It has never come under my notice.

20,270. You have never seen it?—I have never seen it, and I have been in the district all my life, and connected with the trade since 1845.

The witnesses withdrew.

Mr. WILLIAM CHARLES STEADMAN called and examined.

Mr. *Dale.*

20,271. You are a member of the London County Council, and you are secretary of the Barge Builders' Society?—Yes.

20,272. You appear here as secretary, do you?—Yes.

20,273. Does the Barge Builders' Society confine its membership to those employed in that industry on the Thames?—Only on the Thames.

20,274. About how many persons are employed in the barge building industry on the Thames?—About 500.

20,275. About how many members have you?—We have 420 members in the Union, and the rest are what we term blacklegs, non-union men. We do not work with them or recognise them.

20,276. Still you have more than four-fifths of the men in the Union?—Yes.

20,277. How long has your Society been in operation?—This present Society was formed in 1872.

20,278. For 20 years, that is, it has been in operation?—Yes.

20,279. How long have you been secretary of it?—I have been secretary 13 years.

20,280. Do you give your whole time to the secretarial duties?—No.

20,281. You work at your trade also, do you?—Yes, I work at my trade also.

20,282. As to those who are not members of your Union, that are working on barge building on the Thames, do they work alongside your members?—No.

20,283. There are certain firms who employ non-union men?—Yes.

20,284. And the non-union men are all together, and the Union men are all together?—That is so.

Mr. *Dale*—continued.

20,285. They are not intermixed?—No.

20,286. Have you had any recent strikes?—Yes, we had one in 1890. We have had several strikes in my time.

20,287. Perhaps the most convenient course would be for you to tell us the cause and the course of any recent important strike—say the last recent important strike?—I should like to give my experience in the trade leading up to the strike that took place in 1890. I was apprenticed to the trade in 1866, in the month of June, and just previously to my being apprenticed a strike had taken place in the trade for a rise in wages of 6*d.* a day, the money at that time being 6*s.* per day. After six weeks the men got the 6*s.* 6*d.* a day which they asked for. About two years after that the employers took the 6*d.* a day off the men, and they were put back again on to the old terms of 6*s.* per day for the week's work of 58½ hours. That is to say, they worked from 6 in the morning to half-past 5 in the evening, and on Saturdays to 4 o'clock. There was a Union in existence at that period, but it was not very strong, and that is the reason that the employers took advantage of it to put the men back on the old terms. They worked for 6*s.* per day up to 1868 or to 1874, when we got the 6*s.* 6*d.* again without any strike at all. The trade was very busy at the time, there being a large demand for hands, and some of the employers had to entice the men to come to work for them by offering more money. Then we got it all along the river; but at the same time there were some of our employers who had conceded the reduction of the time to 1 o'clock on Saturday, or the Saturday half holiday, for the 6*s.* a day; but when we asked them for the

Mr. *Dale*—continued.

6*s.* 6*d.* a day they would not concede it unless we agreed to lose the two hours which they were previously paying us for on Saturday, that is to say, we could have the 6*s.* 6*d.* a day if we left off at 1 o'clock on Saturday but we must lose that two hours from our wages. Rather than have any dispute, and as a great many of the other employers had not put us on the 1 o'clock time on Saturday, but till 4 o'clock for 6*s.* 6*d.*, we compromised with those giving us 1 o'clock, and agreed to lose the two hours. It was always a source of complaint with the men in the trade that some of us would go to work in one yard and would work till 4 o'clock and get 2*l.* a week. Besides the 6*s.* 6*d.* a day the employers paid 2*d.* a day for what is called wood money, as the majority of the work is wood work, and that would bring our money up to 2*l.* a week. In some of the yards we would leave off at 1 o'clock on Saturday, and our money would be 1*s.* 4*d.*, stopping 8*d.* an hour, less than the other yards. That was always a source of complaint to the men, and they were continually grumbling about it. The first society was not recognised as a *bonâ fide* Trade Union, and some of those members fell away from it and organised the present Union in 1872, and registered it as a Trades Union under the Friendly Societies and Trades Union Act. In the year 1878 we organised an agitation through the trade, and we negotiated with our employers, and the result of the negotiation was that they would not pay us 6*s.* 6*d.* per day for the full day on Saturday; that is to say, they would not recognise the day-work if they paid us the 2*l.* up to 1 o'clock on Saturday, but they would pay us hourly 8½*d.* an hour, and we agreed to accept those terms, so that we fell away from the 6*s.* 6*d.* per day. The next winter things were very bad in the trade, and our employers took advantage of the slackness of trade to put notices up in their yards that on and after such a date we should have to go back on the old terms of 6*s.* 6*d.* a day for a week's work of 58½ hours. Unfortunately the Union was not very strong at the time, and we therefore had to accept the employers' terms and go back on the old terms. There were two or three employers who would keep on paying the 8½*d.* per hour, but three of them at Millwall on September 29th, 1883, offered the men 8*d.* per hour.

20,288. I do not know whether you think it is necessary to go so much into detail as to that which happened nine years ago?—Not if you do not think it necessary.

20,289. It may be that you would prefer just carrying it through briefly, but what one is chiefly concerned to know about is the present relationship between the employers and the employed in this industry. Have there been any recent strikes, and what have been their causes and results?—My only reason for going through this was to lead up to the strike that took place in 1890, and to give our reasons for that strike.

20,290. If you have reached a stage at which there is not much more to say till you reach

Mr. *Dale*—continued.

1890 you might say it, but it is not worth while tracing out what happens every year between 1881 or 1882, or whatever the date is, till you have reached 1890?—Very good. I will lead up to the beginning of the year 1890. As I stated before we had a society in existence some years ago, and we also had the present society, which was formed in the year 1872, and through the two societies being in existence, although one had a very small membership, it used to be a source of complaint, and an excuse on the part of some of the men not to join either Trades Union, but in February 1890, negotiations took place, and the result of those negotiations was that we got the two societies amalgamated into one. That was done on February 3rd. After we had got the two societies amalgamated into one we had more than half the members of the trade then in the Trades Union, and we called a meeting of the trade, and from that meeting a committee was selected, of which the duties were to draw up a list of prices and hours during which we should work in future in the trade, We called a meeting of the whole of the trade on March 22nd, 1890, and we submitted to that meeting our proposals, and we called the union and non-union men to this meeting, and we submitted the proposals that the committee had provided, which were that for the future our pay should be at the rate of 9*d.* an hour and that we should leave off at 5 o'clock; that is to say, instead of working 58 or 56½ hours a week we should work 54 hours a week, and our pay should be 9*d.* an hour and our overtime 1*s.* an hour, and two hours' notice should be given on either side; if a man was to leave a job he would give the employer two hours' notice, and the same notice was to be given on the other side, or an equivalent for grinding his tools.

20,291. What do you mean by that, grinding-money?—That is to say, if an employer discharged a man when he had paid him on Saturday, he should pay him two hours' extra for grinding money as we call it; because you are supposed when you go to a new job to have sharp tools, and in order to have sharp tools when you go to a new job you must naturally grind them up at the last job. The men approved of that, and we submitted our statement to each employer individually. The statement was sent round, but to our astonishment instead of the master barge builders in the London river taking the initiative in the matter, the master lightermen took the initiative. For the last 12 years large firms of master lightermen on the Thames instead of putting out their work to the master barge builders have started doing the work themselves, and employed us direct.

20,292. In barge-building, that is?—In barge building or repairing. They took the initiative on that through the lightermen and dockmen coming out on strike. They formed a powerful organisation, and they got the master barge builders of the River Thames bound down with them. Then they offered us not 9*d.* per hour but ½*d.* per hour less, that is 8½*d.* per hour, which meant that we should work on the nine

Mr. *Dale*—continued.

hour system at our own expense. We very naturally refused their demand, and gave the employers 14 days' notice, and when the 14 days' notice had expired the men working with those firms who had not conceded our terms came out on strike.

20,293. When did you come out on strike?—The 12th of April 1890. On the 16th of April the employers had a meeting, and as the result of that meeting they elected representatives, and they discussed the question. We met them on the 19th of April, and after a sitting of two hours we left the representatives of the employers without their expressing any opinion one way or the other; but, at the same time, we felt that the principal objection they had to our demand was the shilling an hour overtime. I might say although we asked for a shilling an hour overtime, we did not ask for it because we wanted the extra money, but because we wished to put a stop to the pernicious system of systematic overtime which has been in vogue in our trade for some years past. In some yards men have been working from 6 in the morning till 8 at night, and some men in the winter would be working three-quarter time, or short time, and about 25 per cent. of the men would be unemployed altogether in our trade. That was our object in reducing our hours of labour and abolishing the systematic overtime, so that the men in the trade might have an equal share in the work instead of the few having it, as against the many. Then rather than continue the strike, as we thought, the overtime question stood in the way, we asked the men to a meeting of our members, and asked them instead of standing out for a shilling per hour overtime to come down half way, and to make their demand 10½*d.* The men agreed to that, and we sent that proposal into the employers. The employers met on the 26th April, and they refused our demand, again offering us 8½*d.* per hour all round for overtime, and adjourned for a month. That practically meant that they were going to do all they possibly could to starve us out. We had not above 750*l.* in funds when the strike took place, but at any rate we were enabled, through the assistance of our fellow workmen, and more especially by the Dockers' Union, who came to our assistance by lending us money, to tide over the month. The employers met, they again made us the same offer, and again adjourned for a month, but in the meantime some of the employers broke away from the Association, and gave us the terms we asked for. Things went on like that, and gradually some of the employers gave way, till on the 30th of July we had about 100 men then on strike, and we thought it was time something was done, as we then only had a small minority. There was some of the lightering firms, such as Samuel Williams, and A. A. Frey, and others of the master barge builders, that conceded the terms. We approached the London Trades Council, and the secretary wrote, and the result of the negotiations was that the employers again met on the 30th of July and fell out amongst themselves, the result being that after 18 weeks' trouble we gained what we asked for.

Mr. *Dale*—continued.

20,294. You gained 10½*d.* instead of a shilling?—That is all the difference. The cost of the strike was 2,361*l.* 16*s.* 11*d.*, and the loss of wages to the men was 3,697*l.*, so that the total cost of the strike was 6,058*l.* 16*s.* 11*d.*

20,295. The 2,361*l.* consisted of allowances in the way of subsistence money?—Yes, the greater part of that was expended in that way, 1,855*l.* 5*s.* out of that was expended in strike pay alone. When the men first came out we gave them 12*s.* a week, and after they had been out six weeks through funds coming in from other societies and we having made a levy on our own members who were at work, of 5*s.* per week, we were enabled to raise the strike pay from 12*s.* to 14*s.* a week. After being out for 11 weeks we were enabled to raise it to 16*s.* per week.

20,296. Then have the terms thus secured prevailed ever since?—No, not in all instances. I will say this for our employers that they acted very fairly to us after the strike was over, because, with the exception of one or two instances, they took all their old hands back that came out on strike. There was only one firm, a lightering firm, the Union Lighterage Company, who would not take the old hands back, and we did not insist on them doing so, but they took a number of our men in to work, and they also employed a man whom we did not recognise as a member of our trade, and who was not a barge builder. But he, being a very old man and who had served his time somewhere as a shipwright, he was put on the job of repairing craft at 5*s.* a day. The Union resented that, and the manager would not give way, and we brought our men out from that yard. That was about six weeks after the termination of the strike, and we lost the yard because some of our own men turned tail and went in to work. During the whole of the 18 weeks that our strike lasted we never had one member taken up for intimidation or violence of any kind, but when this dispute took place because this man was made a leading hand and went into work, the Union fined him and he would not pay his fine. Therefore we struck the yard, and some of our members waited on him one evening, but they did not strike him but only halloed at him, and they were taken up and bound over to keep the peace.

20,297. Are you now going to tell us since July 1890 what have been the relationships between the employer and employed?—I am.

20,298. Since then have you had no strike?—Yes, we had a strike last October.

20,299. A general one?—No, it was with two yards. There had been a system in vogue in some yards in the trade of getting labourers to do a certain kind of work; that is to say, if there was a barge wanted repairing the employers would send some labourers to pull the barge to pieces, and our men would go and put it together again. After they had fitted a knee or laid a floor on a new barge's bottom they would send labourers to bore them off and drive the trunnels, and we resented that, and we got by means of negotiations and personal inter-

Mr. *Dale*—continued.

views that most of our employers conceded that, and would not allow the labourers to do it, with the exception of one firm in Rotherhithe, Messrs. Talbot Brothers. As they would not give way on the point, and the others had, we drew our men out, and the result was that after we had picketed the yard for 11 weeks they succeeded in getting men from the eastern counties to come in to work, and we lost that yard. I might say that there is no doubt the purpose of fighting the Union was to put the men back on the old hours, because since the employer has got these non-union men in he has put them back on the old rate of hours for their work, and he tried also to blacklist one of our members by going to the governor and telling him that he had been interfering with his men and complained about the other employers giving his men work. The next week all the men that we drew out of the yard found employment.

20,300. With those two exceptions you have been at peace since 1890?—Yes, we have been at peace with our employers since 1890, and we desire to be at peace with them while they agree to our terms.

20,301. Are your employers associated together?—Yes, they are still associated together through the Society of Master Barge Owners and Lightermen's Protection Society.

20,302. Do they recognise your Union now; do they hold official communication with your Union?—No, we have not had official communication with the Union since the termination of the strike.

20,303. Since 1890 that was?—Yes, we have got 97 employers in the London river in our trade, and out of that 97 we have got 86 who are paying Union terms and employing Union men, and the other 11 are not paying Union terms; they are paying at the rate of 9*d.* an hour right through, and they are working the men 56½ hours per week.

20,304. During the strike of 1890, when the employers held the meetings you have described, and adjourned them for a month, and so on, did they then meet your Union as such?—Officially they used to write. We only held one meeting with them; one personal interview was all we had with them.

20,305. Was that at the commencement of the strike, or near the close of it?—It was after the first strike had commenced.

20,306. About the 19th of April?—Yes.

20,307. Then you say since the termination of the strike in July 1890 there has not been any intercommunication between your Union and the employers?—No; but there has been private communications. If any little friction has taken place I have myself been sent to interview the employer, and it has generally been settled satisfactorily with the exception of those two cases I have mentioned.

20,308. Have you found the employers willing to receive you as the Union Secretary?—Always willing to receive me.

20,309. Then have you any suggestions to make to improve the relationship between the employers and employed?—As to abolishing strikes?

Mr. *Dale*—continued.

20,310. Yes. You have given us the history of your experience in connexion with the labour difficulties in this district, and I now ask you whether the result of your experience has been such as to lead you to any view which you would desire to put before us as to how such labour difficulties may be avoided or adjusted when they arise?—Personally, I should favour a board of arbitration, but such a board of arbitration in my opinion should only consist of employers and *employés* who are directly affected in each trade. I should not favour a board of arbitration that had on it gentlemen who were not connected with the trade, and who as a natural result would not understand the technicalities of the trade. Personally, I should favour a board of arbitration where the workmen and the employers could discuss questions before they actually take the extreme alternative of coming out upon strike.

20,311. If they did not agree, what would you suggest as an outlet from the difficulty?—I think in the case of our last strike for a nine hours' working day, if the employers did not agree, as they did not agree on that occasion, we should have no alternative but to strike.

20,312. My question really was, supposing you had a board of conciliation such as you have described, and that board failed to agree upon the rate of wages claimed, whether it was as to an advance of wages asked by the workmen, or a reduction threatened by the employers, what would you then suggest should be the outlet from the difficulty? Do you propose arbitration, or what do you propose?—I say, if we had had a board of conciliation at the time we asked for the nine hours' working day, and that board of conciliation asked us to accept the employers' terms, 8½*d.* per hour, I should say no, I should not agree with it.

20,313. But I am supposing a board constituted in the manner that you yourself suggest, composed of an equal number of employers and of employed in the industry of barge building on the Thames. Supposing such a board has before it a claim from the men for an advance, which the masters are unwilling to concede, and they debate it and fail to bring their views into accord, and they are at a deadlock. Then what do you suggest should be the outlet from that deadlock?—In that case I should suggest that an umpire should be called in.

20,314. Then you think that your men would assent to a board, and not only assent to a board, but would desire to see a board formed in the manner that you describe, one of whose rules should be that, in the event of a failure to agree the matter should be referred to arbitration?—No, I have no power from my members to make that statement on their behalf. That is only my own personal view.

20,315. But have you reason to think they would not agree?—I cannot say. They have never debated the question. What they particularly asked me to mention here to-day was the sanitary conditions under which we work, which are very bad indeed. There is not a yard in the river in which we have got any sanitary accommodation at all. Neither have we water

Mr. *Dale*—continued.

to drink. The men have to beg it, or go where they can and get it, if they want to drink water. Many of the employers where there is no building going on have no sheds for the men to work under, and as a natural consequence the men are a good deal out in the open air on the foreshore of the Thames exposed to all weather.

20,316. By no building going on you mean building as distinguished from repairing?—Yes. Some employers have good sheds, and some have very bad sheds.

20,317. When a barge is undergoing repair at the hands of a firm who have no yard is it lying on the mud?—It lies on the foreshore of the River Thames, and sometimes you are over your boot tops in mud, and if the foreshore is washed you have to stand on the shingle, and altogether you get above five hours on shore out of nine hours if you are repairing barges.

20,318. What is your suggestion, then?—My suggestion as to that is that such employer should lay a foundation down on the foreshore of the Thames similar to what they lay down in dry docks, that is to say, block it out with timber for about two berths for each barge.

Sir *E. Harland.*

20,319. Do you mean a gridiron?—No; the bottom of the dry dock is timbered, and they could do the same on the foreshore of the river for about two berths out. All that has to be done is to wash it down with a bucket and a broom in the summer time, when the sun would dry it, and the men would be standing on the dry, whereas at the present time the men stand for about five hours out of nine on the damp shore, and the result is that our members suffer a good deal from rheumatism. If we have anything to do to the bottom of a barge we have blocks which float under the barge, and the men have to lie on their backs on boards, and they have to put patches on to stop leaks.

Mr. *Dale.*

20,320. Much of this discomfort and exposure is inseparable from the nature of the work, is not it, though some of it could be remedied?—Yes; the shore could. It is only a question of expense. I dare say you have noticed yourself on the banks of the river that there are plenty of places where ferries ply, and those places are timbered down, or wood is laid down, and the same could be done with respect to places where barges are repaired.

(*Adjourned for a short time.*)

20,321. You were speaking, when we rose, about the sanitary arrangements, as you call them, as to barge building on the Thames?—Yes.

20,322. And I think we understood you to say that you recognised that there were certain inevitable conditions of labour which prevented it being as comfortable and unexposed as work inside a factory, but that much might be done, in your opinion, to mitigate the exposure to the men, resulting not in discomfort only, but in

Mr. *Dale*—continued.

their health being affected?—Yes, but that does not refer to the sanitary conditions.

20,323. I used that term because you used it?—I admitted that in reference to some of our work. For instance stopping leaks under barges, bottoms will always have to be done, and the workmen will always have to put up with a certain amount of inconvenience in doing so. But there is no reason why employers should not be compelled to have good sanitary arrangements in every yard, and also water laid on for the convenience of the men. And they might make it much easier for the men to work on the foreshore of the river than they do at present, by, as I suggest, baulking the foreshore with timber.

20,324. What else?—You asked me a question whether the Union and our employers were working hand in hand together. We are, with the exception that there is one employer who would not recognise the Union at all, and that is Mr. Hughes, who is manager of what is known as the Tilbury Lighterage Company, a very large company of master lightermen on the River Thames; and rather than employ the Union men at 9*d.* an hour, he would pay a non-union man 10*d.* per hour. After the strike terminated I wrote him and told him that his men who came out from the yard were quite willing to resume work, as the other men had resumed work, and he took no notice of my letter. I should also like to state this, that the reduction which we succeeded in getting in our working hours, with the abolition of systematic overtime, was equal to putting 30 more men into employment—that whereas at one time our out-of-employment benefit was about 15 per cent., last year it was only 5 per cent., and this year it has only been 3 per cent. You asked me also another question, as to what I thought would remove the evils of strikes. I, as a trade unionist now of 19 years, standing, was always in favour of men reducing their hours of labour by combination, and whilst in favour of shortening the hours of labour, I thought that the best way to bring that result about would be by organisation. But I have been converted from that opinion through the strike in my own trade where we had every man organised, where, in a strike lasting 18 weeks we only had 15 men turn tail and resume their employment. Therefore my opinions have been altered and I am strongly in favour for the future rather than being a party to asking my fellow workmen to come out on strike for a reduction in working hours and thereby causing their wives and families much misery and suffering, I would advocate them going to the State for shorter hours of work—the legislative machinery of this country.

20,325. That is to say, you advocate a legislative limitation of the hours of labour?—Yes.

20,326. With a trade option?—I speak for my own trade alone. I am not here to-day to speak for other trades.

20,327. Then I presume you would so far as your own trade is concerned desire that trade to have an option?—As far as my own trade is concerned if we thought it desirable to limit our hours of work from nine to eight I should be one

Mr. *Dale*—continued.

to advise the men to seek that limitation by the legislative machinery of the country rather than undergo such a long strike as they did on the previous occasion.

20,328. Of course that resort to legislative limitation of the hours of labour would only meet one of the causes which in your opinion may occasion a strike?—Yes. It would only meet the hours but would not meet the wages.

20,329. Is there any other point on which you desire to proffer evidence?—No.

Mr. *Burt.*

20,330. What are the hours now?—54 for the Union men and 56½ for the non-Union men.

20,331. How are they apportioned? You have a short day on the Saturday?—Yes. On Monday, Tuesday, Wednesday, Thursday, and Friday we work from 6 o'clock a.m. to 5 p.m., with an hour and a half for meal times. On Saturdays, from 6 a.m. to 1 o'clock p.m., with half an hour for meal times.

20,332. Have the hours been diminished during the time that your Union has been in existence?—Only on this occasion.

20,333. On the occasion that you have referred to, 1890?—Yes. There have been several attempts to diminish them, but they never were successful, only partly successful.

20,334. Is there much overtime now?—No, there is a little overtime going on at present, because we have no men unemployed in our ranks.

20,335. Has this 10½*d.* per hour that is now paid for overtime checked the tendency to excessive overtime to any great extent?—It has with some of the employers.

20,336. With regard to that strike, you at first asked 1*s.* per hour overtime, and then, if I understand aright, after the strike had gone on for some time you were prepared to accept 10½*d.* per hour?—After it had gone on a week we were prepared for that.

20,337. And it continued for a very considerable time, and ultimately the 10½*d.* was conceded?—Yes.

20,338. So that as far as the men were concerned the strike might only have continued a week?—That is so. It need not have happened at all as far as the men were concerned.

20,339. That is, you are of opinion, although you asked the 1*s.*, the 10½*d.* would have settled the matter?—No; we were not of that opinion before the strike took place. The reason we came to that opinion was after our interview with the representatives of the employers.

20,340. But I understood you to say that the strike would not have taken place at all if the 10½*d.* had been conceded?—No, I did not say that.

20,341. I think you said there are about 500 employed. When you say that are you giving the total on the Thames?—The total on the River Thames, within one or two either way. Our area extends from Brentford up the river to Woolwich, down the river both north and south of the Thames.

Mr. *Burt*—continued.

20,342. So that you have a great majority of the men associated with you?—Yes. These other men we could have with us, but we would not take them in because they are not working under the recognised rules of the Union.

20,343. If they were prepared to work under your recognised rules, then, you would accept them, is that so?—The feeling is rather strong with the men at present against them. They will not accept them in the Union, not if they were working under the recognised rules, unless with a fine.

20,344. Do the employers at these particular places object to the Union or throw any impediment in the way of these men being associated with you?—No. The only objection they have is that they do not pay the money; that is all I know.

20,345. They do not object to the Union in itself, so far as you know?—Not that I know of. About six weeks after the strike had taken place, of the 15 men that resumed employment there were six who went to a very old firm in the river, named Messrs. Nash and Miller. The firm has got three yards, one at Battersea, one at Shadwell, and one at Rotherhithe. After he got the men in he sent down the amount that those men had received in strike pay to the Union, sent down a cheque for 20*l.*, and the Union refused to accept his money, and sent it back again.

20,346. Are you federated in any way with any other bodies, with the lightermen or others?—No, we are only affiliated to the London Trades Council.

20,347. The great complaint of your men at the present time I understand is on account of the bad sanitary arrangements that exist?—That is so. Yes, there is no complaint with our men now, that are working on the Thames in reference to the employers. Their only complaint is of the sanitary arrangements and they think that their work might be made more easy and comfortable on the foreshore of the Thames.

20,348. And in the ways you suggest, and perhaps in other ways, you think great improvements might be effected without involving, I suppose, any very excessive outlay?—No, very little. I do not know whether you know what a barge is; but a barge is a flat-bottomed thing and when they break an old barge up, the bottom of that barge, through the timber being continually in water, is preserved in as good a condition almost as when it was new. In fact it has been known to build with old bottoms. Now that old bottom laid down on the foreshore of the Thames and so fixed that the tide did not float it up and down (it could be staked in) would make a very good bed for the men to work on, very simple and very cheap.

20,349. I suppose that through your Union representations have been made to the employers on this question of sanitation?—No, that is one reason more than another why the men wished me to give evidence here, to bring that grievance forward.

20,350. Do you think that something might not be done through the Union in that way?—

Mr. *Burt*—continued.

Yes, I do not see why it should not, it would only be a question of petitioning the employers.

Mr. *Hewlett.*

20,351. I think you said in reply to the Chairman that you were now in favour of legislatively fixing the hours of labour in order to prevent strikes?—Yes.

20,352. Would that prevent strikes altogether or only on the question of hours?—It would go a great way towards it in my opinion.

20,353. Supposing that you had a difference of opinion as to the remuneration per hour, would you put that to the other mode of settlement which you have sketched out, the board of arbitration?—Yes, or else fight the employers on the question of wages. It would be easier to fight them on the question of wages if once we got the reduction of working hours.

20,354. I think you said, so far as the question of wages was concerned, you would suggest a board of arbitration with an umpire in case of need. I think you suggested that earlier in the evidence?—I said I was personally in favour of that.

20,355. You think that the other part would be cured by an Act of Parliament?—Yes.

20,356. You would prevent a man working more than a certain number of hours per day?—Yes, except in cases of emergency.

20,357. You spoke of the unsanitary state of some of the yards in which barges were built and repaired. Do they come within the scope of the Workshops Regulation Act?—No, they do not.

Sir *E. Harland.*

20,358. Will you explain what wood-money is?—Wood-money is this. At one time the men used to be allowed to take their chips home. The employers abolished that because they used to complain that the men took home pieces of wood that would be handy to work up.

20,359. Timber, in fact?—Yes, and for abolishing the wood they allowed them 2*d.* a day.

20,360. Because that wood to a certain extent answered for firing at home?—Yes.

20,361. I think you said when trade was very slack the employers used to take advantage of you. May I ask if the barges are built by contract, that is to say, do the master builders contract to build them for a lump sum to the barge owners, or do they build them and keep a barge or two in stock ready for sale, or how is that end of the business managed as far as you know?—Sometimes they do both as far as my experience goes. They will take a contract from a firm of master lightermen—perhaps build him half a dozen according to the tonnage at so much a barge. If they have got a good shed, and got a lot of timber lying by, and they have got no orders in, some employers will build what we call on stock.

20,362. Then in that case cannot you imagine that the builder is occasionally driven into this sort of a corner, that provided he can build a barge for a certain sum he will get the order,

Sir *E. Harland*—continued.

but if he cannot then there is no order?—I do not recognise competition in our trade at all.

20,363. Is barge-owning so profitable a trade that the barge owner is not very particular as to what he pays for a new barge?—What I meant to convey is this, that the whole of this work is done on the London river, that there is no outside competition, and that if all working in the trade received the same rate of wages and worked the same number of hours, each employer is put on an equal footing with the other.

20,364. That is not the point to which I was referring. I was referring to this. Your employer has to get orders in order that he may employ men to build the barge. That order has to be given, I presume, by some of the barge-owners on the river. Now, are there not times occasionally when he is slack of orders and has to make an offer to a barge-owner at such a low price as to leave it very questionable with him as to whether he will get any profit if he build this barge at such a price?—Yes, there may be times of depression such as you speak of, but at the same time it is the fault of the employer himself if he quotes a figure so low that he cannot get a profit out of it, and not the fault of the workmen.

20,365. There are three people engaged: there is the workman, the builder, and the user of the barge. I have tried to describe to you circumstances under which the owner or the user of the barge says, "I can give you an order for "another barge, but cannot give you the price "you ask; I am willing to give you a less "price for your new barge," and you can conceive in dull times a barge owner being disposed to drive what you may term rather a hard bargain?—In that case I should say that the employer himself is entirely to blame. They are building barges now of very large size in the London river to carry from 150 to 200 tons. The builder knows the cost of such a barge. It might cost, we will say, 500*l.* He knows that if he is to get his fair percentage of profit and pay his way he has to get 500*l.* for this barge; well, then, if a master lighterman, as you suggest, says, "I am willing to give you an order for "this barge of the same tonnage if you will "take 50*l.* less," then if he agrees to take it at 50*l.* less and wants to throw that 50*l.* less profit on the shoulders of the workmen and take it off their wages instead of out of his pocket, I say he is to blame and not us. We do not ask him to do that.

20,366. I will follow that up. Suppose he would not do what you suggest, that he should not get the order; then not getting the order, can he pay you the wages? Has he not to discharge you?—Just so.

20,367. Then would you prefer no loaf at all to half a loaf?—Yes, we would prefer to be discharged when there was no work rather than be at work at a reduction of wages.

20,368. Would that be wise on your part?—I think so, because these continual reductions only irritate the men, and at the first opportunity they want to get back their former wages,

Sir *E. Harland*—continued.

and then there is another struggle between the employers and the men.

20,369. Unfortunately it might result, I daresay, either in demands which were not met, or in strikes to enforce the demand. But you can see the condition in which the master may occasionally be placed. You refer to 50*l.* of profit. Suppose the barge builder were to say to this barge owner, "I will take 50*l.* off the price pro- "vided I can get my men to bear the other 25*l.* "of it." Now, suppose a case like that to come before you, do you think it would be wisdom on the part of the operatives to decline to join with the master in reducing the total cost of this barge sooner than not get the order at all?—Yes, I do. I think it would be the duty of our men to stand out for their wages.

20,370. But this is not a case of standing out for wages but of standing out for work?—Well we pay out-of-work benefits. On the other hand, assuming what you say is correct that a master lighterman has one barge built, and he says, "Well, if you will build me another barge for 50*l.* less" (or 25*l.* less, or whatever it may be), "I will give you another order," then if the employer himself were to stand out and say, "No, I cannot do it for the money," and he did not get the order, then, on the other hand, would that master lighterman give him the order unless he wanted the barge himself?—He would not give him the order merely for the love of his keeping the workmen on; and, therefore, it is the employer's fault that this competition comes about and not the workman's.

Mr. *Dale.*

20,371. You mean to imply that the very fact of the lighterman being willing to buy a barge shows that he needs to buy a barge?—Yes.

20,372. And that he will buy a barge?—Yes.

20,373. At the full price if he cannot get it at something less?—Yes, that is so.

20,374. Can you not conceive it possible and indeed probable that lightermen, like other shipowners, may be in this position, that they are indifferent whether they do order another barge or another ship or not, but if they can get something off the price they may think that they may as well invest their money in that way as have it invested somewhere else, and that before the barge or the ship is finished trade perhaps may be a little better?—No, I do not recognise the fact that tha master lightermen will go and lay out 500*l.* for a barge and let that barge lie up and do nothing. He would not do it unless he had got some work for that barge, or else where is his percentage coming in? If he gives 500*l.* for a barge and then lets it be tied up in the River Thames and getting knocked about he is losing money and not gaining it.

20,375. Then you think a barge master never orders a barge unless he is dead set for the want of it?—That is so.

20,376. Does not that look rather like a man running the chances of having to pay whatever is demanded of him when he wants the thing? You see he is in a very weak position if he only goes into the market when he is bound to go?—I see your point there, but the competition of the employers themselves comes in there, and if one employer asks an exorbitant price there is another one who will take it at a less price.

Sir *E. Harland.*

20,377. You referred in the early part of your evidence, I think, to barge builders sometimes building a barge merely to keep you all at work and keeping it in stock, as it were?—Yes.

20,378. Build them "on spec," you might say?—Yes.

20,379. Now if a builder occasionally builds a barge on speculation like that, we will assume for the present moment to keep the men at work, and to keep the place going, I presume you would not object at any rate if, when he came to sell that barge he lost money by selling it?—I do not recognise at all the fact that he builds these barges merely to keep the men going.

20,380. For what purpose does he build them?—For his own personal profit.

20,381. But if he has to keep that barge in hand for some months afterwards do not you see he loses interest upon it?—Assuming that he cannot sell the barge for some months, as you say, he has always got the alternative policy of letting it out on hire.

20,382. That turns the barge into a second-hand barge at once, and I am afraid that will hardly answer?—We have one employer at Blackwall who is continually getting barges down on the stocks, and they are all built "on spec."

20,383. Then your opinion is the margin of profit is very little and that the regularity with which the orders come in is such that a barge builder has not frequently to build on speculation, whilst, on the other hand, a barge owner can get no inducement from the builder to buy a barge when he does not actually want one?—That is so.

20,384. You complain about it being unfair with regard to overtime worked that you should in times past have been called upon to work overtime—say a quarter overtime during the summer weather, and then in the winter only get three-quarters of a day?—Yes.

20,385. Is that not precisely what occurs in many trades, as, for instance, agriculture? Is not that a very common thing in agriculture on account of the weather?—Yes.

20,386. According to your evidence there is very little work done under sheds and a great deal of work is done on the banks of the Thames where you must often have to be knocked off by tides and by bad weather. Now would it not suit you to work a day and a quarter in the summer when the weather is fine and put a quarter of a day's money in your pocket and then put it alongside with the three-quarters of a day in the winter when the weather was against you?—Yes. That sounds very well in theory, but it does not sound so well in practice. I do not class my trade with the trade of an agricultural labourer.

20,387. What is your objection to it?—You are a practical man in the shipbuilding trade, and you know that you can build ships in the winter as well as in the summer. If you go

Sir *E. Harland*—continued.

down to the Thames Limited you will see the rams being built there winter and summer with no cover over, and it is just as easy for our employers to have barges repaired in the winter as it is in the summer. It is only a matter of convenience for them.

20,388–9. Assuming that this was during a time when your employers had no sheds such as you would like to see, what objection could you possibly have to taking advantage of the fine weather in the summer, and housing yourself comfortably for the other quarter of a day at home in the winter, what is your objection to it? —My objection to it is this. Where I served my time the men worked, with the exception of one summer, the whole seven years I was apprenticed from 6 o'clock in the morning to 8 o'clock at night. That meant work and sleep for myself. As soon as I had done work I had to go to bed. Now I maintain workmen want more leisure in the summer than in the winter, for this reason, that in the summer the sun is pouring down upon you all the day and you get more fatigued in the summer time than you do in the winter time. I am employed now by a gentleman, I have been with him now as leading hand nine years and all his work is repairing work. He picks out an old barge and has her thoroughly repaired in the winter time. In the summer time he has only light jobs done and paints them up.

20,390. If that gentleman were to make up the cost of repairing the barge in winter in short days of suitable weather, do you think he would be able to repair that barge for the same price as if he did it in the summer?—Yes, if a man does his duty by his employer.

20,391. I am not wishing to cast any doubt about that, but suppose a man should not be able to work as long in the winter, then it would run the cost of repairs in the winter up very high?—It would not if he is only paid for the number of hours he has worked.

20,392. Then at that rate you would work your three-quarters of a day in the winter on account of the bad weather?—There is no necessity for us now to work three-quarters of a day. We can start at 7 o'clock in the morning.

20,393. It is not light at 7?—If a man starts at 7, by the time he gets his tools out to start work he has got sufficient daylight in the open air.

20,394. It seems at any rate, from what you say, that the barge builders do not see their way to having these sheds for working in in inclement weather or having these gridirons or logs on the foreshore for resting the vessels for repairs?—They have not done it for the present.

20,395. With reference to the unsanitary condition of privies and places of that sort, does your evidence apply principally to the works where they build wooden barges?—To wood and iron both. Some of our employers build both wood and iron.

Sir *E. Harland*—continued.

20,396. In the same works?—Yes.

20,397. That unsanitary condition is to be found in those works, too?—Yes.

Mr. *Dale.*

20,398. I suppose the present earnings are about 6*s.* 9*d.* a day?—No; it is 7*s.* 1½*d.* the first five days of the week and 4*s.* 7*d.* on Saturday.

20,399. Then you allot a certain rate per day to the five earlier days of the week and a certain lower rate to the Saturday?—The money is the same right through.

20,400. You say it is 54 hours a week?—Yes.

20,401. And you say the result of the strike was to secure 9*d.* an hour, which makes 40*s.* 6*d.*? —Yes.

20,402. If you divide that by 6 it is exactly 6*s.* 9*d.*?—Yes, but then, you see, we work actually 9½ hours the first five days.

20,403. Therefore if a man is off on Saturday he does not lose 6*s.* 9*d.*? He only loses that number of hours which is allotted to Saturday at 9*d.* an hour?—Yes.

20,404. When you talk of the rates being 6*s.* 6*d.*, as they were at one time, 6*s.* as they were at another time, 6*s.* 9*d.* as they are now, are all classes of men employed of equal importance and skill? In barge-building are there not several classes of men?—We only recognise one class in our trade.

20,405. What is he called—a barge builder? —A barge builder.

20,406. Has he no helper at lower wages—assistants or anything of that sort?—No, there is no classification in the wages.

Sir *E. Harland.*

20,407. Do you class in wages about the same as shipwrights?—No, there is no classification.

20,408. Are wages of barge builders, so far as you know, pretty much the same as those of the shipwrights on the Thames?—No, shipwrights on the Thames get more than we do.

20,409. You are more in the direction of boat builders?—No, we are more in the direction of ship builders than boat builders.

20,410. You are between the two, as it were? —Yes, many of us have ship building and barge building, both. I have on my indentures.

20,411. But still, although you have ship-building and barge building on your indentures, you would not be recognised by shipwrights?—Yes, if we chose to join the Shipwrights' Union in the River Thames and go to work at ship-building they would take us in.

20,412. You are considered belonging to a craft equal to their own?—Yes.

20,413. But that would not apply to boat building?—No, not to boat building. I should like to add that the contributions to our Union are 8*d.* a week, that for that contribution we pay 10*s.* per week out-of-work benefit, we pay 2*s.* 6*d.* a day strike benefit, 10*s.* per week accident benefit, 5*l.* for loss of tools by fire or shipwreck, and 12*l.* at a member's death.

The witness withdrew.

Mr. OWEN WADE called and examined.

Mr. *Dale.*

20,414. You are a district delegate appearing on behalf of the Tyneside and National Labour Union?—Yes.

20,415. You yourself reside, I think, at South Shields?—Yes.

20,416. The district that you represent extends from South Shields to Blyth?—Yes.

20,417. Yours being a Labour Union, I suppose, includes members working in very various trades?—Yes.

20,418. Could you enumerate some of the leading trades in which your members work, say within your district?—Chemical works, dockyards, docks, cement works, masons' labourers, chippers and painters, and the men connected with the foundries, crane-men, machine drillers—men who work the drilling machine—and blacksmith strikers. I think I can scarcely go over them all.

20,419. Ironworks?—Yes, the ship-yard helpers.

20,420. Iron and steel works?—We have a few in the steel works—not a great many.

20,421. In all these cases the men who are members of your Union are the labourers, and do not include the more skilled men with whom or for whom the labourer is working?—No.

20,422. When was your Union established?—It was established three years on the 23rd of last February.

20,423. February 1889, then?—Yes.

20,424. Your Union calls itself "Tyneside and National"?—Yes.

20,425. Do you appear on behalf of a Union whose operations extend beyond what might be called the Tyneside district?—Yes, we have branches in Belfast.

20,426. Then would it be convenient for you to tell us how many there are in the whole Association, and how many there are in your district?—According to the last returns sent in we had 24,000 financial members, and I think there are about 40,000 members. The other 16,000 were above eight weeks in our arrears.

20,427. They were on your books, but were not fully paid up?—If they go over the eight weeks, they do not claim any benefit in the organisation.

20,428. In fact they have lost their member ship?—No; they have to be in arrears 13 weeks before they lose their membership.

20,429. For the moment their membership is, as it were, in suspense?—They cannot come into the Society for any benefit or for any claims.

20,430. Recoverable if they pay their arrears, probably?—Yes. We have some branches in London likewise.

20,431. Can you tell us what led to the formation of such a Union?—It was owing to the conditions the men were suffering from previously to the Society commencing. They were suffering great hardships both in chemical works, copper works, and other industries.

20,432. Was it because some of the Unions of skilled men did not take labourers in?—The Unions of skilled mechanics down about the north-east coast would not hear at all of a labouring man coming near them, and partly through the dockers starting their organisation the members of the Newcastle Trade and Labour Council, with one or two more gentlemen, were the instigators of starting the Tyneside and National Labourers' Union.

Mr. *Dale*—continued.

20,433. It was because the labourer pure and simple was left out in the cold, and was not eligible for membership in many of those trades in which he was employed?—Yes.

20,434. Then should I be right in supposing that, seeing your members work for trades greatly differing in character, that which you attempt to secure for your men is governed by some reference to what each particular trade can reasonably be asked to do?—The only particular trade that we have any contention with as a skilled organisation, as the Boiler Makers and Shipbuilders' Society. We can regulate our wages with the employers and the other different trades. Seeing that the iron shipbuilders—the plater—takes his contract from the master, our men are paid at a given rate, namely, at present 29*s.* and 32*s.* a week.

20,435. Would your efforts on behalf of your men to improve their condition have reference from time to time to such improvement being brought about in particular trades—one trade at a time it might be?—Yes; we have improved our men's conditions greatly within the last three years.

20,436. Would you feel able to claim for your men certain improvements in all trades at one time, or would you recognise that certain trades might perhaps in your opinion be fairly asked to improve the condition of your members, whilst for the moment you do not prefer similar claims in other trades?—We have not gone so far yet as to ask them to recognise any of our men in that form.

20,437. What have you done?—All we have done as yet is merely to elevate our members in the shape of advances of wages and getting better conditions for them to work under from the employers.

20,438. You have preferred and pressed for advances in wages for your members since you became a Union?—Yes.

20,439. Did you ask for advances in all trades at one time?—No, we took one trade at a time.

20,440. Having regard to what you thought were the circumstances of that trade?—Yes.

20,441. And what you thought that trade might be fairly asked to do?—Yes.

20,442. Then what is the trade in which you have secured the most important advantages for your members?—It would be hard for me to tell. It would be better if the general secretary had come here himself, because from the formation of the Society he has had all the statistics himself. I have not been long enough in office to get hold of them.

20,443. Why has not he come?—I cannot tell.

20,444. Where does the general secretary live?—He lives in Newcastle.

Mr. *Dale*—continued.

20,445. What is his name?—William Stanley, the late general secretary.

20,446. Perhaps you can tell us some one trade in which you have secured for your members certain advantages?—If there is any particular trade, on the whole I should say it would be the chemical workers. They got a fair advance of wages on the formation of the Society. The shipyard helpers' wages have been standing.

20,447. You would like to keep to the shipyard helper?—I could not give you any idea of the others personally.

20,448. Tell us what your Society has done, then, for the shipyard helper?—It has done this much. It has done away with a lot of tyranny which he had to put up with, and the Society has a lot yet to do for him before he gets his dues. You will see in the first clause there that we complain very bitterly of the platers losing time, which throws our men into enforced idleness.

20,449. I think you were going to explain, a minute or two ago, what is the arrangement as between the plater and the helper. Is the helper employed by the plater, or by whom is he employed?—The helper is engaged by the foreman of the firm, and he is sent to work at the platers, but at the whim of the plater he can discharge that man when he likes, and we consider it is injustice that a man should discharge a man, and what we claim on behalf of the shipyard helper is that he, being started by the foreman of the firm, should be subjected to the rules of the firm, and the regulations of that work, and not be dismissed by any other man. He only acts the same as any other tradesman acts, and if he is to be dismissed he gets his dismissal from the foreman.

20,450. What length of notice has to be given?—When the plater is discharging the helper he gives him no notice at all. It is done instantly.

20,451. Would that be upon the ground of some complaint?—He has most likely lost his temper in many cases. Perhaps he has not set a plate right, and he takes his revenge on the unfortunate helper, who has to walk the plank.

20,452. You are now describing summary dismissal for some alleged ground of complaint?—Yes.

20,453. But where there is no alleged ground of complaint what is the length of notice? What notice would the helper himself have to give if he wished to leave?—Most of the firms require a week's notice, and when the firm is dispensing with a man's service they generally give a week's notice.

20,454. In this case would the helper receive his notice from the foreman or from the plater, where the dismissal was not summary, but was, we will say, by reason of slackness of trade, Who would then give the notice?—The foreman would most likely post a notice on the gates that the yard would be closed. Then, of course, he will have to come out.

20,455. In those cases the notice would not be given by the plater?—No; generally posted on the gate.

Mr. *Dale*—continued.

20,456. You complain that a plater should have the power of summary dismissal on grounds of alleged dissatisfaction?—Yes; and, moreover, it places the men in a very awkward position. The employers themselves claim to be our masters, and the platers claim to be our masters likewise. So we are sandwiched in between two of them.

20,457. Do you work at any trade yourself now, or do you give your whole time?—I give my whole time to the Society. I have worked in a shipyard.

20,458. In fact, you are a district secretary probably?—District delegate—not a secretary.

20,459. Still, you probably discharge what are usually the duties of secretary?—Yes.

20,460. Do you take control, as it were, of all matters relating to the membership of your Union within a certain district, no matter what the trade may be?—Yes; no matter what the trade may be.

20,461. Is that the general system of administration of your Union?—Yes.

20,462. It does not divide itself into a certain officer taking the management of the men employed in one trade?—No.

20,463. Therefore it implies a necessary knowledge on the part of the district officer of the conditions of all the trades in which your members are engaged?—Yes. If it took a man for every grade of labour that belonged to the Society, there would be 56 men the same as myself.

20,464. What is the governing body of your Union? Do you have a central council?—An executive council composed of 12 members.

20,465. Where do they usually meet?—In Newcastle.

20,466. Newcastle is the recognised headquarters?—Of the Society.

20,467. Even although it has members in Belfast and London?—Yes; we have members in London here.

20,468. Is the bulk of your membership to be found on the north-east coast?—Yes; and we have a fair share of members in Lincolnshire as well.

20,469. Is there any attempt on the central council to represent different industries?—They are as nearly equalized as they can possibly get them.

20,470. To represent the different industries?—Yes. The river workers are represented by men connected with river work. The shipyard helper is represented by a man connected with the ironwork, and the bricklayers are represented by a man connected with the builders' labourers, and so on right through the whole of the 12.

20,471. Who is your president?—Mr. John Rafferty. He is an ironworker himself.

20,472. Does he give his whole time?—No. He is the president of the executive council.

20,473. Do you know where he works?—He works in Palmer's.

20,474. Steel works?—Boiler shop.

20,475. Have you a general secretary?—We have a general secretary acting *pro tem.*—Mr. John Elliott.

Mr. *Dale*—continued.

20,476. Your general secretary under ordinary circumstances, I suppose, gives his whole time?—Yes; his whole time.

20,477. Now, have there been any important strikes controlled by your Association since it came into existence?—The biggest strike we have had happened in the forepart of this year in Sunderland, in the shipping yard industry against the reduction of 1*s.* per week.

20,478. In labourer's wages?—Yes.

20,479. Was that a reduction sought by one firm or several?—It was sought by the employers on the Tyne and on the Wear.

20,480. The shipbuilding employers?—Yes. It lasted 12 days, and the Tyne men accepted the 1*s.* reduction, and the Sunderland men refused to accept the 1*s.* reduction. Of course the council ordered them back to work again. It only lasted 12 days, and that cost 400*l.*

20,481. The council ordered them back to work at the reduction?—Yes.

20,482. And the council perhaps had never countenanced their coming out?—The council ordered them back to work, and of course as the Tyne men had accepted the reduction ——

20,483. Did the council order them out to begin with?—No, the council did not order them out. They came out on their own hook.

20,483*a*. On their own responsibility?—Yes.

20,484. Therefore that was a strike which the executive council did not encourage or support?—No; it did not encourage that.

20,485. Is that the most important strike you have had?—Yes; about the biggest we have had connected with that industry. We have had small disputes arising almost every day.

20,486. I suppose your Union has printed rules?—Yes. (*See Tabulated Rules.*)

20,487. Do those rules contain any provision for arbitration?—Yes.

20,488. What is the nature of them? Have you got them here?—I have not got a copy. The rules say two-thirds of the members shall vote upon arbitration before any strike shall take place—two-thirds of the members affected in any particular works shall have the chance to vote to see if they will accept arbitration before they resolve to strike.

20,489. Do you mean that there must be two-thirds of the men affected in favour of a strike, instead of going to arbitration?—In favour either of arbitration or of striking.

20,490. It does not amount, therefore, to a provision that before any strike takes place the men must offer arbitration to employers?—No.

20,491. In fact it is a provision that before a strike takes place a vote shall be taken?—Yes.

20,492. It invites the men to declare in favour of arbitration or in favour of a strike?—Yes.

20,493. And whichever of those two courses receives a two-thirds' majority is adopted?—Yes.

20,494. If there is not a two-thirds' majority, what happens? Suppose a vote is taken of the men affected. Half vote for arbitration and half for a strike. That is not two-thirds for either—what happens then?—It generally comes to the majority either one way or the other—very seldom two-thirds upon a question.

Mr. *Dale*—continued.

20,495. But there must be two-thirds upon a question in order that there may be a solution?—I have not got a copy of the rules with me.

20,496. You see what we are not clear about. A difficulty arises affecting 99 men. It has ripened into what will prove probably a strike, unless it gets itself settled. A vote is taken from these 99 men. Now suppose 66 of them vote for a strike—that would be two-thirds—there would be a strike?—Yes.

20,497. If 66 vote for arbitration, arbitration would be offered to the employer?—Yes.

20,498. Suppose 50 of them voted one way and 49 voted the other, that is not two-thirds for either, what would happen?—Then the 49 would have to go with the majority.

20,499. What becomes of your two-thirds provision?—That is in the rules.

20,500. The Sunderland strike is the only strike—in fact that was not a strike with the approval of your council?—It was not with the approval of the council. The men took it upon themselves.

20,501. What is your own idea of the mode of preventing strikes?—I am in favour of arbitration myself, and always was. I do not believe, in strikes in fact.

20,502. You are in favour of boards of conciliation?—Yes.

20,503. And of arbitration if they do not agree?—Yes; I do not believe in strikes. They are neither good for the workmen nor for the employer.

20,504. Is there any other point on which you would like to give evidence?—No; I think that is all I have to say.

Mr. *Gerald Balfour.*

20,505. You tell us that by the action of your Union the shipyard helpers have been free from the tyranny to which they have hitherto been subjected?—Yes.

20,506. Is that tyranny exercised by their fellow workmen or by the employers?—It has been by the fellow workmen.

20,507. Your quarrel, then, I understand, is not against your employer?—No.

20,508. But against the members of skilled organisations?—Yes.

20,509. And notably against the Boiler-makers and Shipbuilders' Society?—Yes.

20,510. Have you ever had a quarrel with the Boiler-makers and Shipbuilders' Society that resulted in a strike?—A dispute occurred on the 17th of last December in a yard upon the Tyne, in regard to whether the platers had taken a job—what they call the main deck stringers—for a certain price, or they had based their prices so low it would only give employment to a certain number of men. The plates were so heavy that those men really could not work the plates. Our men resolved to go out of the yard until they got extra help. They did so, with the result that they worked about five or six days, and during the time they worked those five or six days, the whole of the platers in this yard, in sympathy with the two

Mr. *Gerald Balfour*—continued.

that were affected on the main deck stringers, went out of the yard and threw the rest of our men idle. I believe that affair cost 95*l*. It was settled on the 29th of December.

20,511. Does it depend upon the platers how many shipyard helpers they shall employ?—It is mostly in regard to the price they make for the work.

20,512. As far as I understand your description you seem to be serving two masters?—Yes.

20,513. The employers and also the skilled men?—Yes; the platers claim to be considered as our employers as well.

20,514. When a shipyard helper is dismissed by a plater, is there any appeal to the employer?—We often appeal to the employer and to the foremen, and get the men back again.

20,515. Is that a claim which is admitted by the employers?—The employers do admit it. The last time we met the employers they claimed to be our employers, and yet when we go into the yard the platers turn round and tell us that they are our employers as well.

20,516. If the employers claim to have a complete authority to the exclusion of the platers, why do you not in every case appeal when you are dismissed by a plater?—Sometimes the men would not bother with it. They would not trouble to go and ask to get their work back again. If the plater is a bad-tempered man to work with they prefer to let the thing go by, and they can go back to the yard and get a start again with some other plater.

20,517. Have you as a Union ever made a formal demand on the employers that you should not be subject to dismissal by the platers?—No, I do not think we have; I would not like to be sure upon that question.

20,518. You spoke of a strike against a reduction of a shilling?—Yes.

20,519. That was a reduction imposed upon you by the employer?—Yes. The employer got a penny and the plater got a penny. We receive so much per week from the plater, and we receive so much out of the office from the employer.

20,520. I see you are paid by the plater as well as by the employer?—Yes, and that is how they claim to be our masters as well as the employer.

20,521. On what system is the payment made?—On most of the yards through the Tyne they are paid through the time office. They write their name and day's work upon a board, and put it upon the time office in the evening; and when Saturday comes they get paid out of the time office, but in other yards the plater himself draws the whole of the money from the office and pays the men in the yard. He makes the time of each man out on the book and hands it to the foreman.

20,522. In some cases the whole of the payment comes from the office, and at other times it comes through the hands of the plater?—Yes. The clerks in the yard pay the men the same as they pay the general labourers in the yard.

Mr. *Gerald Balfour*—continued.

20,523. Are there cases in which part of your wages comes direct from the employers, and another part from the plater?—Yes.

20,524. So that you have three systems of payment really?—Only the one system. When the plater books his time in the clerk in the office deducts the helper's money from his, and when Saturday comes the helper gets his out of the office. On Saturday in some of the cases the plater books the whole of these men's time in along with his own, and when he comes out he pays the whole of the men by themselves—not out of the time office himself. He puts his hand in his pocket and says, "That is yours."

20,525. Is the condition of the unskilled labourer better in those works where the payment comes direct from the office than it is in those cases where the payment is made through the plater?—There is very little difference.

20,526. The fact that wages are paid in some cases through the plater does not increase the plater's power over the unskilled labourer?—Not in the least.

20,527. When you say that you have been free from the tyranny to which you have been subject, what steps have you taken, and what definite results have you accomplished?—We have accomplished a good many things. As I have said before, when we appealed to the employers we have always got redress from the employers in regard to our men in respect to getting the men back.

20,528. You have sought to obtain redress for your grievances by appealing to the employers?—Yes, in some cases where men have made a statement of grievances. Some men will not make any statement at all.

20,529. And since you have formed a Union among yourselves you have been able to approach the employers with greater effect than before?—Yes, and we have got the sympathy of the employers. The employers are with us in many cases.

20,530. Is the class of work which you perform very different from that which is performed by the men who belong to the skilled organisations?—It is a very heavy class of work which the men perform, and it takes a certain amount of skill before a man can go into a shipyard and handle plates.

20,531. Would many of your Union members be competent, so far as skill is concerned, to be members of the skilled organisations?—Yes, 50 per cent. of the members of this Tyneside Labour Union who work in the shipyard are competent to go into the shipyard and do the same work as the platers are doing themselves.

20,532. The platers keep you out of their Union?—Yes.

20,533. What means do they use for restricting the members of their Union?—I could not tell you what means they use. If they catch a helper making any signs to do a bit of a job for himself he is very soon told about it not to do it. In regard to lining a plate off, or anything like that, for his mates, he is told to put the chalk line down, and so on, and to mind his own work, that is not his business.

Mr. *Gerald Balfour*—continued.

20,534. If a member of your Union, with sufficient skill to belong to one of the skilled organisations, were to apply for admission into one of those skilled organisations would he be refused?—I am prepared to say he would be refused. They would not admit him.

20,535. Do you know what their rules are for admission?—I do not know what their rules are. I have not seen them.

20,536. Do the skilled organisations insist upon a certain number of years' apprenticeship?—Yes.

20,537. Served by every man who wishes to become a member?—Yes.

20,538. It is in that way that they restrict the members?—Yes, they have so many apprentices to so many journeymen in the different yards. I could not tell you how many there are.

20,539. Unless a man has served a certain number of years' apprenticeship he is not admitted to these skilled organisations?—No.

20,540. Does your Union embrace the larger number of unskilled labourers?—Yes.

20,541. In your trades?—Yes.

20,542. Are there many unskilled labourers outside of it?—Yes, there are a lot of unskilled labourers outside.

20,543. And what is your relation to these unskilled labourers?—We use a very conciliatory means to try to get them into the organisation. We give them every chance to join the Society. If they do not join they have to go.

20,544. The skilled organisations are somewhat hostile, I understand, to your Union?—Yes.

20,545. Is your Union, in like manner, hostile to the unskilled labourers who are outside of it?—Not in the least. We try all we possibly can to get them to join.

20,546. And you do not seek in any way to prevent the employers from engaging the unskilled labourers who do not belong to your Union?—When the employer, or the foreman of the employer, engages one of these unskilled men in our yard, our shop steward challenges them to see if they are members of any organisation, and if they are not members of any organisation they are asked to become members of ours. We give them a certain time to join the organisation.

20,547. And if the man does not join it?—Then he is not to come back any more. We do not want him there. We get a man with a card to go there.

20,548. So you treat unskilled labourers who are outside your Union very much as the skilled organisations treat you?—We cannot do when we give them a week preference to join the Society, and let them have a week's work, so that they can join it for a shilling or half-a-crown. I do not think that is treating them hostilely.

Mr. *Dale.*

20,549. You say on the face of your rules, "Let brethren dwell together in unity." Brethren will mean members of your Union?—Yes.

Mr. *Burt.*

20,550. What are the wages now of the labourers in the shipyards?—29*s.* and 32*s.*

20,551. Per week?—Yes.

20,552. Since the Union was established there has been some considerable increase?—Yes; shortly after the Union commenced we got 1*s.* advance, which made the wages 30*s.* and 33*s.*

20,553. What were they before?—They were standing at 29*s.* and 32*s.*

20,554. Before the Union began?—Yes; before the Union began.

20,555. Then there has not been an increase?—No; but I might tell you that the average wage of the outside men connected with the shipyards is about 16*s.* a week.

20,556. The outside men?—Yes; of course the men who have 32*s.* a week are men who are connected with the blocks and boards.

20,557. That 29*s.* and 32*s.* per week applies only to a small proportion of the men?—Yes.

20,558. And many of the others are down to 16*s.*?—Yes. The last time we met the employers on the 1*s.* reduction Mr. Stanley, the late General Secretary, had taken four of the principal yards on the Tyne, and he struck the average as 16*s.* per week.

20,559. What are the usual hours?—54 hours per week.

20,560. A short day on the Saturday?—Yes; 1 o'clock on Saturday.

20,561. Are the labourers paid by the platers either directly or indirectly? That is, do the platers get a lump sum and then make a bargain with the labourer who serves him?—No; he makes a price for a certain job, and he knows the number of men he is going to take on this job with him. He calculates up the men's wages and then he sees what he has for himself for finishing the work.

20,562. And the wages are something like uniform for the same kind of work in different yards?—Yes; both on the Wear and the Tyne I think about on a par with the Tees. The three rivers are about on a level.

20,563. I understood you, in the early part of your evidence, to complain that in some cases the platers dismiss the labourer?—Yes.

20,564. And the plater is also liable to be dismissed by the employer?—Yes.

20,565. When a labourer goes to seek employment who sets him on?—The foreman.

20,566. And then is there some arrangement by the foreman and the plater as to the particular plater that he may be associated with?—The plater will very likely make an application to the foreman for a man or two, and the foreman will start him and set him along.

20,567. I think you said, in answer to the Chairman, that you had occasionally made an appeal to the employer?—Yes.

20,568. Have you never asked that in every case you should have that right of appeal to the employer?—We would make an appeal to the employer on every occasion, but the men do not come to us with their cases. They will not bother.

20,569. There are some cases in which they say nothing at all about it?—Yes; and at other times they make complaint.

Mr. *Burt*—continued.

20,570. You would appeal in every case if they came to you ?—Yes.

Mr. *Dale.*

20,571. We have here your rules, and I think the rule to which you made reference is this one, is it not, "Before any cessation of work shall "take place, two thirds of the members belonging to the branch or body immediately concerned shall have voted in favour of the "adoption of such course ?"—And there is another one about arbitration.

20,572. "Every member of a branch about to "cease work shall have an opportunity of recording his vote either at special or general "meeting, or by voting paper. In no case shall "members be entitled to strike benefit who have "entered upon a strike without the sanction of "the executive council. The executive council "shall have power, subject to the approval of "two-thirds of the members affected, to refer "a dispute to arbitration" ?—Yes.

Mr. *Trow.*

20,573. With regard to the acts of your Union. Supposing one of the enginemen and cranemen, or a member of another society comes to labour with you for a short time, do you compel him to leave his own society and join yours ?—In the district which I have control over I have not done it yet.

20,574. Is that the Tyne district ?—From South Shields to Blyth.

20,575. You do not go up the Tyne ?—We go no further. Perhaps you know the high end of Howden dock ?

20,576. We had one of your witnesses on January 27th—Mr. R. Robinson*?—Yes, the river-workers.

20,577. He was a member of your Society ?—Yes.

20,578. Then you do not adopt the same tactics in your district that they do further up the Tyne—that is, if he will not join they will not work with him ?—In regard to the tactics adopted in the upper reaches of the Tyne they were compelled to do it. These men previously had belonged to the Tyneside and National Labour Union, the Enginemen, and Cranemen and Firemen's Society, and after there was a friendly agreement drawn up between the two societies those men got a transfer and went to the Enginemen and Cranemen's Society. And this was the bone of contention between the two of them—the leaving our Society and joining the cranemen; and, after joining the cranemen they wanted to come and take the bread out of our members' mouths, and we objected to it.

20,579. Supposing a number of men connected with another society for the last 20 years have been in the habit of labouring when the works are off, will your Society prevent those men labouring for a few weeks unless they leave their own Society and join yours ?—Well, I have known them to do it.

Mr. *Trow*—continued.

20,580. Is that showing brotherly fellowship ?—We consider it is very hard that a man should leave a job for a few weeks when we have members of our own walking about the streets.

20,581. I am not talking about the men leaving the job. I am talking about the condition of things which existed before you commenced to work and recently. The men have worked for the last 28 years, and, recently, your Union has refused to allow those members to labour a few days when the engines were off because they would not leave their Society and join yours, and have to go back to theirs. Do you call such actions fair and in accordance with Union principles ?—In reply to that it cuts both ways.

20,582. It can only cut one way. It is a matter of principle ?—It cuts both ways because they use the same tactics against our members.

20,583. The societies I am referring to do not. I am not referring to the cranemen but to others ?—Perhaps you are referring to iron workers.

20,584. I am referring to two or three different ones ?—I do not know where we have interfered with members of the Iron Workers' Society. I do not remember it.

20,585. Previous witnesses admitted it. You interfere with all who come to labour unless they leave their own Society and come and join yours ?—I am prepared to say we do not. We have a friendly working agreement between two or three different societies and work very harmoniously together. We have a friendly working agreement with the Gas Stokers' Union.

20,586. If a man comes and will not join your Society you stop him; you will not let him work with you ?—If he belongs to another society.

20,587. But if he belongs to none ?—We will give him a week.

20,588. And then if he will not join he shall not work ?—No.

20,589. He may starve. If you have a dozen men working in the yard, and all the other men are non-society, and the employer gave your men notice that unless they left the society they would have to leave, and there was no work elsewhere, what would you say to the action of the employer ?—I should think it cruel. We should try to denounce him if we possibly could.

20,590. Is it any more cruel, or does it deserve any louder denunciation than your action on the same lines ?—I consider that when a man gets a week's work, and he is not a member of an organisation, and he will not join an organisation at the end of that week, he should not be allowed to work alongside a union man.

20,591. But if you have a right to say that he shall not, has not the employer a right to say that you shall not ?—Yes.

20,592. Is it not coercion in both cases ?—I do not see that it is coercion in both cases; because this man is not in an organisation at all;

* See Vol. II., Minutes of Evidence, Group B.

Mr. *Trow*—continued.

he is holding his hands out to get the eggs that the hen lays. It is the other men paying in who keep it up.

20,593. You agree with that policy?—Yes.

Sir *E. Harland.*

20,594. In describing the various kinds of work which the members of your Association do, you referred, I think on the Tyne, to scraping and painting?—Yes.

20,595. That is, I presume, the bottom of iron ships?—Yes.

20,596. It has become the rule apparently, or the privilege of the labourers there, after the bottom of the ship is scraped to be allowed by the Painters' Association, which I suppose there is, to paint the ship?—Yes, claimed by the labourers to paint ships' bottoms.

20,597. You said you were in favour of arbitration?—Yes.

20,598. Do you mean voluntary arbitration of both parties or compulsory arbitration?—Voluntary.

20,599. Therefore you do not seek in any way that there should be any legislation in the matter?—No.

20,600. You referred to labourers, such as platers' helpers, having 29*s.* and 32*s.* a week?—Yes, when they work a full week.

20,601. That is, I presume, an extra wage which the plater pays the men for what we may call doing extra work?—It is not a very extra wage considering the amount of work he has to do for it.

20,602. I am not referring to that. If that same labourer happened not to get his turn to work with one of these platers, probably that same man would have in the same yard to be content with 16*s.* or 18*s.* a week?—He would have to be content with nothing.

20,603. What are the ordinary labouring wages in the same yard?—22*s.*

20,604. Then if he were at ordinary labouring work in the yard he might be receiving 22*s.*?—Yes.

20,605. But if he is selected by a plater, or by the foreman, to be a suitable helper for the plater then he gets an allowance, you say, from 29*s.* to 32*s.*?—Yes, when he works a full week.

20,606. I suppose from your repeating that about a full week you know from experience it is not often full weeks are worked?—Yes.

20,607. Mr. Balfour, I think, put a question to you as to the objections you had to the platers paying the men, or rather sometimes to the platers paying the men and sometimes the employers?—Yes.

20,608. Does the payment of the helpers' wages by the employer result, do you think, in some cases, in the plater either not handing the men the amount agreed to for the week, or perhaps taking the wages and paying them in some public-house?—Previous to the passing of the Act making it illegal to pay wages in the public-houses the wages were so paid, but since that Act was passed the wages have always been paid in the shipyard.

Sir E. Harland—continued.

20,609. Sometimes by the plater and sometimes in the office?—In the principal yards on the Tyne the men are paid through the office. There are only one or two small yards where the men are paid by the platers themselves.

20,610. With reference to the complaint you made of platers being jealous of their helpers doing any little portion of the work which might be considered to be bordering on a tradesman's work, you looked upon that as jealousy on the part of the platers?—Yes.

20,611. I presume you are prepared to acknowledge that the plater has to learn his trade by apprenticeship?—Yes, I am prepared to acknowledge that.

20,612. That he must go through the regular routine of his work which the plater's helper has not had an opportunity of doing?—He does it a great deal better than some of them do.

20,613. I presume you, at any rate, would be able to recognise that some helpers are very much more valuable than other helpers?—I admit that.

20,614. And their superior skill, even as helpers, is readily recognised by the platers in giving them preference for a job?—Yes.

20,615. In giving them in many cases considerably higher wages?—No; there is no higher wage.

20,616. You have quoted here wages from 29*s.* to 32*s.*?—Yes; that is the present rate of wages that is paid.

20,617. Supposing a plater had six or eight helpers under him, have you known instances where he would give one or two of those men more wages than the others?—No.

20,618. He pays them all exactly the same?—All the same.

20,619. You have had no experience of their getting more?—No.

20,620. Have you had experience then of their giving a preference to a certain set of helpers as against another set?—The plater likes to get the best helpers he can possibly get.

20,621. Then you recognise on your part that there are some men better than others?—Just so, and there are some platers better than others.

20,622. You have no fixed wage, like some of the other trades under which members of your Society are not allowed to take work. You have not done as much in that direction as other societies have done?—We have not accomplished that yet. We have a standing rate of pay for the river workers and the chemical workers and the copper workers and the metal workers, and the bricklayers' labourers and the men that mind the drilling machines and the blacksmiths' strikers.

20,623. Are the drillers to whom you referred drivers of machines in shops among fitters?—In boiler shops.

20,624. Hand-drillers?—They work on drilling machines.

20,625. Are they machines driven by the machinery of the shop?—Yes; driven by steam.

The witness withdrew.

Mr. ANDREW HARE called and examined.

Mr. *Dale.*

20,626. You are a member of the Tyneside and National Labour Union ?—Yes.

20,627. You are secretary of a branch having its headquarters at West Hartlepool ?—Yes.

20,628. And including West Hartlepool and a certain district round ?—Yes.

20,629. You are a plater's helper ?—Yes.

20,630. And still work at that business ?—And still work at that business.

20,631. You do not, like Mr. Wade, give your whole time to the affairs of the Union ?—No ; certainly not.

20,632. What are the points which you wish to bring before us ?—The points I would like to refer to are similar in some respects to what Mr. Wade has dealt with—that is, the conditions that we are engaged under. Owing to the manner of our engagement—that is to say, the being first employed by the foreman of the establishment, and afterwards being set to work with platers, we are left in a very unsatisfactory position, because the platers are always working and paid by results, but our wages are at a specified rate. They attempt to get as much work out of us as they possibly can, and in the shortest amount of time, seeing that the harder we work and the quicker the job is finished, their wages will rise in proportion. The jobs are then finished far sooner than they would be if the men were allowed to work reasonably as they ought to, and not be driven at it so hard. Also we lose a great deal of time through platers remaining from work the first quarter of an hour in the morning, and even if they do come out first thing, and it happens to be unfavourable weather at breakfast time, we are let off for the remainder of the day, and although it should turn out to be clear weather in the afternoon, they would not go back at dinner time because it seems to be the shortest portion of the day, and they would be required to pay us a full half-day's wages for it.

20,633. In your district, are the platers' helpers paid by the firm or by the plater ?—They are paid by the firm.

20,634. Are you engaged and set on by the foreman ?—Yes.

20,635. Does the plater in your district have the right to dismiss you summarily ?—Yes.

20,636. For some fault alleged by him ?—Either small or great—yes, he may discharge you.

20,637. Do you occasionally appeal to the foreman or to the employer ?—Yes ; I have done so myself on more than one occasion, not for myself, but for other members of our Society, and they have usually been reinstated, if not with that particular plater at least with some other one.

20,638. They have usually been reinstated ?—They have usually been reinstated unless the plater's grievance was a real grievance against the individual.

20,639. The plater, you say, is paid by the piece ?—Yes.

Mr. *Dale*—continued.

20,640. The helper is paid by the day ?—Yes.

20,641. You think the plater being paid by the job is stimulated thereby to work very hard and to cause those who work with him also to work hard ?—Yes.

20,642. You think he finds his account for hard work in being paid by the piece ?—Yes.

20,643. But that you have no equivalent recompense for what might be called special hard work, is that your complaint ?—Yes.

20,644. Has any attempt ever been made to pay the plater's helper by the piece ?—For several years I worked as a plater's helper, and was paid by results for a great number of years, say 16 years, and of course during that time it was more satisfactory to us as a body. In fact, there was hardly ever any such thing as a strike or a grievance, because we arranged beforehand with the plater the amount that we should receive.

20,645. Then is it the custom of some firms to pay their platers' helpers by results, and the custom of other firms to pay them by the day ?—There are only three firms on the north-east coast at present, I believe, that pay their helpers by results, but in former years it was the general custom ; until within these few years past it was the general custom.

20,646. What led to its abandonment ?—It was through the action of the Boiler-makers' Society.

20,647. What was their inducement to get it abandoned ?—In my opinion it was to obtain a greater amount of wages for themselves.

20,648. You say that the plater stays away if the weather is unfavourable ?—Yes.

20,649. And as you cannot work unless he is there you have to stay away also ?—Yes.

20,650. And you think he stays away more than he need do ?—He is very often away when the weather would be favourable for work as well as when the weather is unfavourable.

20,651. What do you wish to say about the development and organisation of strikes ?—From anything that I have seen within recent years in connexion with the class I work amongst we have had very few strikes of any dimensions or of any consequence. They have been merely trifling ones but occurring very often, sometimes weekly, and often two or three in one week, over the loss of quarter time and the loss of time in general, and attempting to work with little help, and such things as those. They are the cause of a great many of the strikes, and are vexatious, involving a great loss of time.

20,652. What remedies have you to suggest ?—I would suggest that the platers' helpers ought to be employed directly by the firm—paid by the firm directly, and I think myself it would be only fair if they were paid by results as well as the plater.

20,653. Are your duties as secretary confined to the platers' helpers or to the labourers employed in the shipping yards, or do your duties as secretary extend to labour employed in

Mr. *Dale*—continued.

other industries?—As secretary it includes all labourers who are members of our Society in the branch that I belong to—all the labourers, whatever they may work at who are in the vicinity, or who belong to the branch.

20,654. About how many trades employ labourers, members of your Union in your district?—I should say all the labourers that are in the shipbuilding works are members of our Union.

20,655. What other industries?—Painters, labourers, helpers, hammermen, general labourers—I do not know if I can remember all the different grades.

20,656. What other trades include members of your Union in your district?—There are bricklayers' labourers, and all descriptions of outside labour that I could mention in connexion with it.

20,657. Dockyard labourers?—In the shipyards I referred to are the only dockyards that there are. There are dockside workers and a great number of the labourers that work at those docks are members of our Union.

20,658. So that you, as secretary, have to concern yourself about a great many trades of which you have no personal knowledge, from having worked at them?—That is merely a clerical part of the work. So far as attempting to settle any disputes on the dockside, I do not attempt to do such a thing, seeing I have not been minutely acquainted with the details of the work.

20,659. You keep records of membership, and get the subscriptions in, and that sort of thing, I suppose?—Yes.

20,660. Is there any other point upon which you wish to speak?—I do not know of any other point that I can bring to bear. It all hinges upon the unsatisfactory condition in the engagement.

Mr. *Gerald Balfour.*

20,661. Do you consider the platers overdrive the labourers?—Yes.

20,662. How many hours a day do you work?—53 hours a week.

20,663. Is that the same number of hours on Saturday as on other days of the week?—We stop work at 12 o'clock on Saturday. We work 9½ hours on other days and the remainder on Saturday.

20,664. Are those hours determined by the hours which the platers work?—Yes.

Mr. *Gerald Balfour*—continued.

20,665. Has there been any movement in your industry to an eight hours' day?—There has not been a very great amount of agitation over it. There is not a great amount of complaint with reference to the hours, because the men are laid so much idle that I believe some of them would be opposed to an eight hours' day, although I would not.

20,666. No steps have been taken by your Union to bring about an eight hours' day?—Not as a Union, I think.

20,667. Whether by legislation or otherwise?—Unless it can be obtained through the action of the Union. So far as a legal eight hours' day is concerned I do not think they have taken any steps.

20,668. You say that the platers' helpers are at the present time paid by results only in three firms, but that formerly the practice was much more common?—Yes.

20,669. Further, that the practice was abandoned through the action of the Boiler Makers' Society?—Yes.

20,670. Do you know what form the action of the Boiler Makers' Society took; did they make representations to the employers on the subject?—Yes.

20,671. And it was at the instance of the Boiler Makers' Society that the employers abandoned the system of payment by results?—Another partial cause was that the helper would not suffer a reduction per plate in the amount that they had been receiving for their portion of the work. The boiler makers objected to them getting as much as they had previously, and before the end of the dispute the employers and boiler makers took sides together, and they both opposed the helpers at that time so far as I can gather.

20,672. The remedies you suggest for the evils of which you have complained are, first, that the helpers should be paid by the employers; secondly, that the power of dismissal should be confined to the employer; and, lastly, that you should be paid by the piece?—Yes.

20,673. And all those remedies you hope to obtain through representations to the employers?—Yes.

20,674. So that the Boiler Makers' Society on their side when they have a grievance against you go to the employers, and you on your side when you have a grievance against the Boiler Makers' Society also go to the employers?—Yes.

20,675. And it is through the employers that each party expects to obtain the objects which they are seeking?—Yes, that is so.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

THIRTY-FIFTH DAY.

Commission Room, Westminster Hall, Wednesday, 18th May 1892.

PRESENT:

HIS GRACE THE DUKE OF DEVONSHIRE.

MR. DAVID DALE (CHAIRMAN).

Sir EDWARD HARLAND, Bart., M.P.
Mr. GERALD BALFOUR, M.P.
Mr. T. BURT, M.P.
Mr. W. ABRAHAM, M.P.
Mr. E. TROW.

Mr. A. HEWLETT.
Mr. TOM MANN, Mr. H. TAIT (Group B.) and The Right Hon. A. J. MUNDELLA, M.P., and Mr. J. MAWDSLEY (Group C.) also attended.

Mr. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

Mr. ROBERT KNIGHT called and examined.

Mr. *Dale.*

20,676. You are the General Secretary of the Boiler Makers and Iron and Steel Shipbuilding Society, having its headquarters at Newcastle-on-Tyne?—I am.

20,677. Will you kindly tell us when your Society was established, and what the number of its members is?—The Society was established in August 1834, and our present number of members is 37,300.

20,678. What is the area to which your membership extends?—The whole of the United Kingdom.

20,679. Does it admit to membership all classes of men employed in iron and steel shipbuilding?—All the mechanics.

20,680. Labourers, or that class of men, are not admitted, they not being eligible for membership?—No.

20,681. You have been kind enough to prepare, somewhat carefully, the evidence you desire to give, and I think it would be most convenient if you would proceed to give it in such order as you prefer?—I simply deal with the question of disputes and their causes. I am pleased to say that, as far as our Society is concerned, we have not had any on a large scale for many years. We do not believe in them; and our experience is that 99 out of every 100 can be amicably settled, if there is a desire on the part of employers and the representatives of the men to do so. One of the causes is the adjustment of wages, both day-work and piece-work, and I suppose this will always remain the principal cause of division between employers and workmen. But under this heading we have not much to complain of, as we find in almost every case our employers meet us in a fair and liberal spirit. When we take into

Mr. *Dale*—continued.

account the fact that fully 90 per cent. of our members are always engaged on piece-work, and that there are continual changes going on which necessitate re-adjustment of prices and cause stoppages of work (these are all classed as disputes), and the members who lose time through them receive dispute benefit from the Society's funds, and a very accurate account is kept by us of such expenditure, and shown in our reports; the wonder is that the amount so spent is not larger. The disputes before-mentioned are really not ruptures between ourselves and our employers, but simply the expenditure caused by the delay in getting the prices for doing the work settled upon. One hears so much about disputes at the present time, and the losses sustained by them, that I have thought it desirable to ascertain how much it has cost us as a society during the past 11 years, and what percentage this forms of our annual income. The following table (*already handed in*) shows our income each year, with the amount spent on disputes, also the percentages:—

Dates.	Total Income.	Cost of Disputes.	Annual Percentage.
	£	£	
1881	56,642	711	1¼
1882	67,361	1,652	2½
1883	72,947	2,778	3¾
1884	63,336	5,559	8¾
1885	70,703	3,593	5
1886	67,839	1,686	2½
1887	70,164	1,131	1⅝
1888	83,525	4,533	5¼
1889	101,634	4,450	4⅜
1890	119,646	2,265	1⅞
1891	112,077	1,482	1¼

Mr. *Dale*—continued.

This table shows an average cost to the Society of a small fraction over 3¾ per cent. per annum.

20,682. That is the portion of your income applied in dispute allowances?—Yes, in dispute allowances.

20,683. Such dispute allowances including those cases which you have described here as not ruptures, but accidents caused by delay in getting the prices for the work settled?—That is so. The next point which we find causes sometimes a little friction is the question of apprentices. The old system of apprenticeship has almost died out in connexion with the shipbuilding and engineering trades, as very few lads now are ever bound. In past years they came into the trade at different ages, and some of them would remain at a yard or shop for two or three years, and when they considered they could get a little more money by going elsewhere, they did so, and started as improvers under a new employer at half journeymen's wages, and fresh lads were taken on in the yard where they left. The system is a bad one, as it tends to produce a class of inferior workmen, to reduce wages, and overstock the labour market. We have tried to alter this, and have had conferences with some of our employers on the matter, and they see with us that if an arrangement could be arrived at for the better regulating of the so-called apprentices, it would be a great advantage to all concerned. The rock on which we split is the proportion of apprentices to journeymen engaged at the trade. We have a rule limiting the apprentices to one to five journeymen. This, the employers maintain, would not be sufficient unless the duration of a journeyman's working life was five times that of apprenticeship, that is, 25 years. Now we find by our annual returns that, taking the whole of our Society, the duration of the working life of our members is 23 years. This gives about four-and-a-half times that of apprenticeship. Taking into account the continued introduction of machinery into shipbuilding and boiler-making, which displaces our members, we consider the requirements of the trade would be fully met if the latter proposition was accepted, which would be two apprentices to nine journeymen, each apprentice serving not less than five years. It has been argued by the employers that many lads are lost to the trade during apprenticeship by death. Our reply to this is, that when this takes place, the employers are not slow to fill up the vacancy. It has also been advanced as an argument, that unless we take our proportion of lads who are living between the ages of 16 and 21, in accordance with the number of journeymen working at the trade between the ages of 21 and 45, we shall condemn a portion of the population to enforced idleness. We are anxious to take our fair share of the lads into the trade according to the male population of the United Kingdom, and to get at this we wanted some reliable data to start from; and knowing that the Right Honourable Joseph

Mr. *Dale*—continued.

Chamberlain, M.P., has taken a great interest in life-tables, we wrote to him for information, and the following was sent us: "Sir,—I am "directed by Mr. Chamberlain to acknowledge "the receipt of your letter of the 18th inst., "and, in reply, to furnish you with the following particulars, which are taken from the "Independent Order of Rechabites, Salford "Unity, by Mr. Francis Neison, the celebrated "actuary:—

"(1.) Of 100,000 males living at the age of "18, 58,970 will be living at the age of 65.

"(2.) The death-rate will be as follows:—

Between	16	and	17	- 624	in the year
„	17	„	18	- 610	„
„	18	„	19	- 589	„
„	19	„	20	- 572	„
„	20	„	21	- 537	„
„	21	„	22	- 527	„
„	22	„	23	- 517	„
„	23	„	24	- 507	„
„	24	„	25	- 497	„
„	25	„	26	- 488	„
„	30	„	31	- 481	„
„	35	„	36	- 498	„
„	40	„	41	- 573	„
„	45	„	46	- 735	„
„	50	„	51	- 976	„
„	60	„	61	- 1,727	„
„	70	„	71	- 2,978	
„	80	„	81	- 2,344	„
„	90	„	91	- 507	„

"For the intervening years the annual death-"rate is in proportion to the numbers given.—"I am, sir, yours obediently, J. WILSON."

Now, basing our calculations on the foregoing figures, assuming that apprenticeship begins at the age of 16 and continues for five years, journeyman's life beginning at 21 and ending at 43; taking the number of youths living between the ages of 16 and 21, and the number of men living between the ages of 21 and 43, and dividing the latter by the former, it gives a proportion of one apprentice to 4·7 journeymen. This method of reckoning takes account of the whole male population between these ages, and shows that if we accept two apprentices to nine journeymen, we are taking our fair share of lads into the trade. And this, we maintain, is fully sufficient to meet the requirements of the trade. There is a desire on the part of some employers to overstock the trade, and we say some employers, because we have reasons to believe that there are many who do not. We, on our part, are anxious to remove everything that tends to cause friction between us, and will do so if we can without injuring our position as workmen. We cannot, and will not, allow our trade to be ruined by an unlimited influx of lads and men at all ages coming into the trade, as it is most injurious to everyone. It is contrary to the interest of our best shipowners and shipbuilders, as there is a desire on the part of some to build cheap ships, which means inferior workmanship, done by half mechanics and untaught lads. This statement is borne out by one of our well-known shipbuilders on

Mr. *Dale*—continued.

the Tyne, G. B. Hunter, Esq., in a speech delivered by him and reported in the "Newcastle Chronicle" of the 29th December 1891, where he says:—"What had struck him more "than anything else as a shipbuilder was the "desire of the shipowner of the present time "for cheap ships. That yearning and aspira-"tion for cheap ships, it seemed to him, was "being met by the construction of some very "cheap vessels made in a very much cheaper "style than they as shipbuilders or the sur-"veyors thought a proper way to build ships. "He thought the effect of those yearnings and "aspirations on the part of shipowners would "be not only that cheap ships would be built, "but that there would be a great deal more "work provided for the repairing firms in the "future than would otherwise be the case." To show you what some employers will do when there is no restriction, we have only to refer to a yard at Carrickfergus, near Belfast. You will see by the list appended that the firm only employs five journeymen to 33 so-called apprentices. You can easily imagine what a condition our trade would soon be brought to, if we had many such employers:—

JOURNEYMEN.

Name.	How long served.	Wage.	Age.
S. McKinney -	7 years, plater	32*s.*	28
D. English - -	6 „ caulker	26*s.*	21
D. Carson - -	6 „ rivetter	26*s.*	23
J. Coper - -	6 „ „	26*s.*	24
S. Stevenson -	7 „ „	26*s.*	38

These are all the journeymen who served their time in Rodger's. I will now give you a list of apprentices and their ages:—

Name.	How long served.	Age.
R. McLelland -	4 years, 9 months	23 years.
L. Wilson - -	3 „ 9 „	22 „
J. Gray - -	4 „ 9 „	28 „
E. White -	3 „ 0 „	23 „
W. Wallace -	3 „ 0 „	28 „
E. Ross - -	2 „ 3 „	18 „
D. Wallace	2 „ 3 „	20 „
G. Hill - - -	3 „ 0 „	19 „
S. Simms - -	2 „ 0 „	21 „
T. Creighton - -	3 „ 0 „	21 „
R. Creighton -	3 „ 0 „	25 „
J. Knowles -	2 „ 0 „	18 „
R. Johnston - -	2 „ 0 „	18 „
W. Richmond -	2 „ 0 „	21 „
S. Sample - -	2 „ 0 „	25 „
J. Knowles -	2 „ 0 „	20 „
T. Bryns - -	2 „ 0 „	21 „
R. Cane - -	2 „ 0 „	18 „
A. English - -	2 „ 3 „	19 „
C. McDowel -	2 „ 3 „	18 „
J. McDowel - -	2 „ 3 „	17 „
J. Bryne - -	3 „ 3 „	17 „
J. Lush - -	3 „ 3 „	17 „
S. Hindmam -	2 „ 3 „	18 „
W. Hindmam -	3 „ 0 „	16 „
R. Logan - -	0 „ 3 „	25 „
C. Palmer -	1 „ 6 „	21 „
J. Ross - -	0 „ 9 „	17 „
H. W. Sands -	0 „ 9 „	16 „
R. Rice - -	2 „ 0 „	17 „
J. White - -	1 „ 0 „	25 „
W. McAtomeney -	1 „ 9 „	19 „
J. Bunton - -	1 „ 0 „	19 „

Mr. *Dale*—continued.

It is well known that the productive power of our shipyards is enormous, and during the past three years we have been producing from three to four hundred thousand tons of shipping more each year than the normal requirements of the trade. The effect of this must be a time of depression, and thousands of men thrown on our funds. The following shows 11 years' rise and fall in shipbuilding:—

Year.	Total Production Reported.
1881 - -	1,000,000 tons
1882 - - -	1,200,000 „
1883 - -	1,250,000 „
1884 - - -	750,000 „
1885 - -	540,422 „
1886 - - -	473,675 „
1887 - -	578,668 „
1888 - - -	903,687 „
1889 - -	1,332,889 „
1890 - - -	1,279,077 „
1891 - -	1,225,460 „

These figures show that in 1883 the tonnage turned out amounted to 1,250,000 tons, and taking the average of the five years following, the output amounted only to 649,290 tons, just a little above one-half of 1883. The effect of this was most disastrous to our members and Society, as one-half of the men who were employed in this industry were out of employment the whole of the time, at a cost to the Society of 100,000*l.* each year. And during the past three years of prosperity we have had from three to six per cent. of our members out of work. But in the face of this, some shipbuilders would actually say more men were wanted, as they would, if they could, turn their raw material into a ship in a fortnight, if the men walked the streets six months idle after. No industry, perhaps, in Great Britain is subject to such fluctuations as that of shipbuilding. These unhealthy, feverish spurts, followed by years of idleness, are not conducive to the best interest of the workman and those dependent upon his earnings. What we desire is a steady progressive development of trade that will be a guarantee of constant, permanent employment for those bread winners who have to supply food for more mouths than their own. With regard to the prevention or settlement of disputes, we are proud of our organisation, as we believe it is based on right principles. As a safeguard for the Society, and a guarantee that the Society's money shall not be spent in unnecessary disputes, our executive council are the general trustees of the Society, and they have full control of the Society's money, and in no case can one penny be spent in disputes without the dispute is first sanctioned by them. And before their sanction is given, they make every effort to get the difficulty adjusted, and in most cases they succeed without a strike taking place. If, after a strike has taken place they find that the terms offered for a settlement is such as should be accepted, they have the power to declare such dispute settled at once. The

Mr. *Dale*—continued.

power of adjusting disputes being left in the hands of an independent council, who can take an impartial view of the whole question, and who are not directly affected, works beneficially for the whole Society, and especially for the members concerned in the dispute.

20,684. Perhaps it would be convenient at this stage if you would allow me to ask you how is your executive council constituted. Of what number does it consist?—Seven. They are elected by the different branches composing a certain area.

20,685. Do they give their whole time to the affairs of the Society?—No. The permanent arrangement is that they meet twice each week; and if business requires it they meet oftener.

20,686. Are they themselves working in the industry which they represent?—Yes.

20,687. When you speak of there being an independent council who can take an impartial view of the whole question, and who are not directly affected, how is that reconcileable with their being workers in the trade?—What I mean by that is, that generally they are away from the scene of the dispute. Supposing the dispute takes place in any part of Scotland, or any part of England or Ireland or Wales, they are not directly influenced by the men that are affected by the dispute.

20,688. Are most of them living and working on the Tyne, and Wear, and Tees?—On the Tyne and Wear.

20,689. Of course, if a dispute arises on the Tyne or the Wear, it might affect the members of the council, would not it?—But they know when they are elected to that position that they are not the representatives specially of that district. They are the representatives of the Society as a whole, and they are accountable to the Society as a whole for their actions, and being trustees for the Society as a whole, they would very soon be brought to account for their actions if they showed any leaning to the people in the district where they were located, greater than the leaning with regard to any other part of the Society.

20,690. You think their sense of responsibility to the whole Society would control any tendency there might be, if the dispute affected themselves, to be influenced thereby?—That is so; while they are acting as an executive council for the whole of the Society they do not mix up in the disputes which concern the districts in which they are themselves interested. Supposing a dispute takes place in our district, they would never attend any of the meetings of the men; they would simply attend to the business that would be sent to the office, so that they would be separate and apart altogether from the influence of the men.

20,691. How have they been elected?—They are elected by the arrangement that is made in the rules and constitution of our Society.

20,692. What is that arrangement?—They are elected from the branch composing the district of the Tyne and the Wear, and they are elected every 12 months.

Mr. *Dale*—continued.

20,693. Of course, they must be voted by your members in all parts of the United Kingdom, must not they?—No; allow me just to explain it. Our rules decide that where the council is located in that area, the whole of the branches in their turn are bound to send their man as representative to that council. They are elected by the members. The whole Society, first of all, makes the rules, which say that the Society shall be governed by an executive council, consisting of seven members who shall have been in the Society not less than 10 years, and who shall be not more than 8*s.* in arrear. They shall be elected from the branches in the district. If there are more branches than seven in the district, they shall elect members of the council alternately. None but past officers are eligible to become members of the council, and they must have an experience of ten years' membership in the Society, and they must have served in the Society as an officer previous to their being elected.

20,694. An officer might be a branch secretary?—An officer might be a branch secretary, or president of a branch. He must be a past officer to qualify him for the position of executive councilman. They shall be elected for 12 months, but any member wishing to retire at the end of six months must give one month's notice to the general secretary previous to the expiration of his time. Three members retire at the end of the first six months, and four at the end of the following six months. Members retiring shall not be again elected.

20,695. What is the rule as regards the voting? You have described the man as being eligible to be a member of the council by reason of his being a former officer, and by reason of his having been 10 years a member, and you have described to us how they are to be elected by the branches within a certain distance of the head office. Then in what manner does each branch elect the man it desires to see elected?—The branch has the power to elect the men.

20,696. Would that be by the vote of the members?—By the vote of the branch it would be.

20,697. If I have seemed to dwell a little long, or with too much detail upon this matter, it was simply for this reason, that you claim that the character and constitution of what is called the independent council has secured for your Society a specially prudent and independent control of labour disputes; hence it seemed to be worth while to ascertain, as we have done, in what manner that council was created?—I am pleased to give any information, and I will supply you with a copy of our rules (*handing in the same*).

20,698. Now will you proceed with your paper?—In cases of disputes we find that prevention is better than cure. A marked improvement has taken place amongst employers of labour in their treatment of trade organisations. In most cases employers now recognise trade unions, and treat with them as such, which is

Mr. *Dale*—continued.

an enormous advantage to both parties, for which we are thankful. It is assumed by many that capital and labour, instead of being invaluable allies, are irreconcilable enemies, and the more that can be extracted from the one, the better it is for the other. This is a great mistake, and one-sided views of this kind are very dangerous, as it tends to produce and keep up feelings of alienation, if not hostility, between classes whose agreement is important, equally for the interest of both employers and workmen and for the peace of society. Our method of adjusting wages, or any other question, is as follows:—We give the employers a month's notice of any change wanted on our part through their secretaries. If they require any changes, either in wages or working, they do the same to us. As soon after the notice is given as convenient, we meet our employers in conference to discuss the proposed alteration. We interchange views at the first meeting, and if a settlement is not arrived at, we understand each other better than when we met. We then adjourn for a few days, when we meet again, and generally succeed in adjusting our differences at the second or third conference. When both parties are satisfied that under the circumstances they have got the best terms possible, the settlement is faithfully carried out on both sides. To me, this mode of settlement is preferable to any other, and I have found that where there is a desire to deal justly with our employers, they have met us in the same spirit, and we have received fair play at their hands. There are a few exceptions. When agreements are entered into, our council insist on the same being carried out by our members. Severe punishment has followed in individual cases where a breach has been made. Around this question of wages (advances in prosperous times, and reductions in a falling market) almost all the conflicts between employers and workmen take place; and if any satisfactory mode of regulating the wages could be arrived at between the employers' association and ourselves, and thus remove the principal cause of disputes, we should hail it with delight. And, after giving the matter a very careful consideration, we cannot see but what it could be done, to the great advantage of both parties. Our long experience has taught us that it is not good for either employers or workmen that wages should oscillate too much. This was the case on the Clyde some years ago, when the employers took advantage of the men by reducing wages to a very low point in bad times, and the men retaliated when their turn came. We are thankful to say that a better understanding now exists, but there is still room for improvement. The north-east coast of England and the Clyde are the two great centres of shipbuilding, and in all wages movements these two districts have regulated the others, and in both districts there are strong associations of employers, who know the value, as we know it, of employers' and workmen's associations working together. We have thus the machinery that could effectually

Mr. *Dale*—continued.

carry on any mutual arrangement that might be made between us. We think some such proposition as the following might be adopted:—"Let "us agree upon a maximum and a minimum "rate of wages, and let us for argument sake "say, that between the highest and lowest rates "there shall be a difference of 10 per cent., the "wages not to go above this nor below it, and "between these two points the wages shall "move 5 per cent. at a time, and not less than "six or nine months shall elapse between a "reduction or an advance. This agreement to "be binding for five years, but, at the end of "four years, either party shall give the other "12 months' notice if they desire any change." This is, in a crude form, our idea of an arrangement that would be beneficial to our employers and us. It is well known to those who have any experience of wages questions, that employers are affected very much more by advances than by reductions. The last reduction in 1886 benefited employers very little, many derived none, as they had no work to do, and those who had work only received a little benefit on the work then in progress, as the shipowner was the one who profited by getting his next ship built for less money. But when the tide turned a number of orders was booked by almost every shipbuilder, and the estimates were based on the rates then being paid. As you cannot hide a ship or put it into a corner, the men soon saw that there was plenty of work, and as they had suffered considerable reductions they very naturally requested that a portion of their wages that had been taken from them should be restored, and no one could find fault with them for this. Advances had to be given upon the low contracts by all the employers, and the result was disastrous to many, as it turned what they had expected to be a profitable job into one of considerable loss. The present system is also a bad one, as shipowners hold back their contracts when they expect reductions of wages to take place, and, instead of the builder getting any benefit by reductions, it goes into the pocket of the shipowner, and he is actually the one who pulls the wages down. If some such arrangement as before mentioned could be come to, we should have a much steadier trade, the employers would know exactly how to conduct their business, and it would remove the uncertainty that now exists. This, we think, would be a great advantage to our members in many ways. It would certainly remove the cause of many disputes, as the percentage of advances or reductions would be fixed, and it is about the amount of reduction or advance that most of the strikes take place. This being so, we should hail with delight any steps in this direction. There is more money often wasted by both parties in conflicts over the wage question than either advances or reductions make up. There is so much in common between the employers and ourselves that we should remove everything that would cause an expenditure of their capital and our hard-earned money, especially when we find they are anxious to deal fairly with us.

Mr. *Dale*—continued.

20,699. Your Society, as you have told us, covers the whole area of the United Kingdom?—Yes.

20,700. Is there any corresponding association of employers having an equal area, or have you, on the contrary, to deal with district employers' associations?—We have to deal principally with district employers, but there is a large employers' association at the present time in existence which I think covers the whole of the United Kingdom, but there is only a certain proportion of the employers in the trade who belong to that larger association.

20,701. What is the larger association called?—The Engineers and Shipbuilders' Association, I think.

20,702. Is it an association with which you have had any close official relationships?—As far as that Association is concerned we have only had one conference with them, and that was some two or three years ago at Newcastle.

20,703. May it therefore be taken that you really have to arrange the wages question, or any other question, with district employers?—With district employers principally.

20,704. You have told us, I think, that the north-east coast and the Clyde have such associations of employers?—Yes. The Tyne, Wear, and Tees employers are in one association, covering the whole district.

20,705. That is on the north-east coast?—Yes.

20,706. And as to the Clyde, what do you say?—There is an association which includes the whole of the shipbuilders and engineers on the Clyde.

20,707. Is that an association?—Yes, it is an association, and on the Mersey there is the same, and in London the same.

20,708. Has there been any resort to arbitration?—We have never had a case of arbitration during the existence of our Society. We have never required one. We have always settled our business in the way in which I have indicated.

20,709. When was the last important strike affecting your members, and where?—There was a strike that took place on the Clyde last summer, but it was contrary to the wishes and contrary to the orders of our council. The employers on the Clyde asked for a reduction of wages. The trade had tapered off very considerably and they asked for a reduction of wages. The district committee had some conferences with the employers over this question of the reduction. They had two or three meetings, but they did not settle it, and before the notice had finally expired our council sent a deputation from Newcastle.

20,710. The notice you refer to being the notice given by the employers to terminate service?—The notice to terminate service, that after a given date the reduction would come into force. Previous to that terminating there was a deputation sent from our office to the Clyde, and we had a conference with the employers. I was one that was sent with two others from our council, and our Clyde members were present at that conference, and after hearing the statement of the employers, and knowing, as we did at our office, that things were becoming slack, our council decided to accept a reduction of 5 per cent., and I was instructed on behalf of the Society, that if I could make terms with the employers at 5 per cent., I was to do so. That was done; but the men on the Clyde then refused to accept the reduction, and they came out on strike.

Mr. *Dale*—continued.

20,711. When you say that was done, do you mean such a proposal was made and accepted by the employers?—Yes; made and accepted by the employers and accepted by our council.

20,712. At that time they had been claiming a larger reduction?—They had been claiming a larger reduction and 5 per cent. was fixed upon, but the men would not consent to the 5 per cent., and against our council's order they came out on strike and they were out on their own account for, I think, five or six weeks, but the strike did not last longer. Our council did not sanction the strike, nor did they give them any assistance whatever from the Society's fund. The members went in again upon the conditions that had been arranged between the Employers' Association and ourselves. I may just explain that the men on the Clyde for a number of years had been in the habit of settling their differences with their employers by strikes. The Employers' Association on the Clyde had not recognised, until within the last three or four years, our Association, and therefore it was simply a fight going on between the employers on the one hand and the men on the other, continually. When things were good the men would be fighting to get all they could, and when things got bad the employers were fighting to get it back again, and therefore it was a continual upheaval, as it were, going on, and at last the employers found it was to their advantage to recognise the Society, and they did so, and we have worked together since then amicably. But this old system that had been in existence affected the men on the Clyde, they not having been disciplined into the new system at the time. With regard to the north-east coast we have not had a general strike for the last 15 years, and I assure you, taking the last 11 years, it has only cost our Society 3½ per cent. of our income to pay for stoppages of work.

20,713. Then, in addition to the part that you take in any general district changes in wages, you have to intervene and adjust local disputes?—Yes.

20,714. That is at particular yards?—Yes.

20,715. And that is part of your function?—Yes. In fact for the whole of our different disputes we have agents who are here to-day to give evidence before you, and these agents are permanent officials of the Society, and their work is to adjust, as far as possible (and in almost every case they succeed) any little differences that are continually arising. Where large bodies of men are concerned, and where the work is almost all piece-work, the work is

Mr. *Dale*—continued.

always changing and you can quite understand there would be frequent stoppages of work caused by the changes, and our agents have the duty of adjusting these differences with the employers in the district.

20,716. That is, of course, subject to the control of the council?—Yes.

20,717. The council hold the purse strings, and they must be appealed to?—Yes.

20,718. When the wages are fixed between your Society and the employers, what action is taken by you if the members strike contrary to arrangement?—It is very seldom that it is so. The members are exceedingly loyal to the decisions of our council, and it is very seldom that any revolt of that description takes place. To give one illustration, we had a case at Hartlepool a short time since, where a vessel was in for repairing, and the men knew that the vessel was in a hurry and thought there was a very good chance to get an advance in their wages, so they went to their foreman and made a demand for 2*s.* a week advance. The foreman, knowing the arrangement between our Association and the Employers' Association, refused to give the advance, and at once wired to me at Newcastle, and by the orders of the council I sent back to say that the employer was to give the men the advance as asked for, because we did not want to stop the work, as the ship was in a hurry and we wanted to get her off. The employer gave the men the advance as asked for, and we at once sent to the firm requesting the firm to tell us the amount of money they had paid to the men as advances of wages on that job. When the job was completed those particulars and details were sent to us at Newcastle, and also the names of the men who were engaged upon the job and who had made the demand. As soon as that was done our council ordered the members who received the money to refund that again to the Society, and we sent a cheque from the head office to that firm equal in amount to the advances given.

20,719. If a member of your Society, after contracting for work, leaves it in an unfinished state, what is done?—We order him back again to complete his contract, and if he does not do that our council inflict a very heavy fine upon him. If an employer cannot wait till a man returns, and he puts another man or men to complete the work that the man had contracted for, or if the work costs more to the employer than it would have done under the original contract, our council then order the man to make good to the firm the extra cost incurred. Our council in a case where three members took a contract and left it unfinished,—which cost the firm 10*l.* to complete—sent a cheque for that sum to the firm, and compelled these men to pay back again to the Society the amount of money paid to the firm.

20,720. If members of your Society, having contracted to complete a certain work, were to make an imperfect job of it which would involve the employer in considerable cost, what would your Society do?—In that case we either compel the man to go back and make his work good according to the contract, or if the man does not do that we compensate the employer, as in the case I have mentioned before.

20,721. In fact, your Society includes in its responsibilities that which, so far as I know, no other Society which has given evidence before this Committee does. There is a certain pecuniary responsibility for the good faith of its members?—Yes.

20,722. And for their observance of the contract obligations?—Yes. Our council always compels our men to complete their undertakings, even if the men themselves have made a mistake in the contract, and some unforeseen circumstance occurs by which they have not been able to make even day rates on the job. We find also that the employers take account of this fact that we carry out all our contracts with them, and the employers on the other hand faithfully carry out every arrangement that is made between them and ourselves.

20,723. You have been led to adopt this responsibility, I suppose, because you believed that it would lead the employers to trust very much more to your Society if that Society was enabled pecuniarily to compensate for any breach on the part of its members?—Yes, we have felt that as a society our members ought to be made to deal fairly with the employers, and the employers will deal fairly with us.

20,724. That is a very important feature. If the employers require boiler-makers or shipbuilders do they apply to your Society occasionally?—Yes, if men are wanted they apply to our branch secretaries, and we supply the men. We very often send them from all parts of the United Kingdom. For instance, not long ago we sent a large number of members to Belfast. A large firm at Belfast in that case agreed to pay, I think, one-half of the fares of those, we paying the other half. We also sent a large number of men to Birkenhead some time ago from the Newcastle district, and if we had had to pay the whole cost of sending them, it being a long distance, the expenditure also would have been large. In that case I wrote to the firm, which was the firm of Laird Brothers, and they agreed to pay half the cost providing that the men remained three months, and we paid the other half. In all cases they apply to us for men.

20,725. I did not ask you and you did not state at the outset how many non-union men, if any, are working at the trades your Society represents; do they work alongside the Union men, or not alongside, as the case may be?—There is scarcely a non-society man in the whole of our districts. I suppose 95 per cent. of the men are in our Society, and in some of the districts there is not a single non-society man.

20,726. Have you had any difficulties arising from Society men refusing to allow non-society men to work alongside of them?—Difficulties of that kind cropped up some years ago, but we have been always able to settle them satisfactorily.

Mr. *Dale*—continued.

20,727. You speak of a certain amount of the cost borne by your Society for disputes being caused by delay in getting the prices for work settled upon?—Yes.

20,728. Why should not the work proceed pending the settlement?—In some of our districts we do do that. The work proceeds and we have an understanding with most of our employers that the work is to proceed, and whatever is settled upon shall be paid whether one way or the other. This is the arrangement which we have with most of our employers (*producing document*). Will you be good enough to look at that.

20,729. This says: "*Re* piece-work disputes. "Terms of agreement between the Shipbuilding "and Engineering Company, Belfast, and the "Boiler-makers and Iron Shipbuilders' Society, "of the same place. The members of the latter "do hereby bind themselves not to leave work "in any case of dispute without having pre- "viously exhausted all reasonable means of "coming to a settlement, and then not until "sanctioned to do so by the Executive Council "of their Society. If this arrangement is fully "carried out the Shipbuilding and Engineering "Company bind themselves to pay whatever "rate may be finally settled from the com- "mencement for any job that may be in dispute, "and on which the men continued to work "without stoppage"?—That is the kind of arrangement that exists. In fact, Mr. O'Neill, our agent, will tell you that sometimes a vessel is at sea before the price is fixed for the plating of her.

20,730. I do not propose to ask you many questions about the apprenticeship system, or the apprenticeship question as you have it here. In no case would it, I think, be expedient for us to be drawn into the question of how many apprentices there should be to a given number of journeymen?—No.

20,731. Clearly, that is a purely trade question. What might suitably be said to come within the scope of our inquiry is the general question (if it is one) that gives rise to friction or possible difficulties in the trade. On the general question of the limiting of the number of apprentices according to the number of journeymen, whilst it is interesting to hear what the views of each party are as to what the proportion should be, and whilst it is interesting to hear these calculations as to the working life of the journeymen, as affecting it, I think we could not with advantage be drawn into the details of it?—No; I simply mentioned it as one thing that causes friction.

20,732. You say the system of apprenticeship has almost died out, and yet it is, of course, a living question?—Yes.

29,733. Do you mean the actual indenturing has died out?—Yes.

20,734. You mean that youths, although not indentured, are nevertheless, for all practical purposes, apprentices?—Yes.

20,735. For the purposes of this discussion that is?—Yes, that is so; but it is a very loose system at present. In fact, I may say that in very many cases the employers do not know what lads there are in the yard that are called apprentices, and we want to come to some arrangement with our employers, if it is possible to do it, so that we can thoroughly understand whom they recognise as their apprentices, so that our men might teach them their trade.

20,736. Has it been suggested that an apprenticeship should begin and end at a certain age?—Sixteen years of age. We contend that when they come to a trade after they have become men they make generally very imperfect workmen.

20,737. What would you regard as an apprenticeship if measured by age?—It should commence at the age of 16.

20,738. And under 21?—Under 21—five years. We think that quite little enough for a lad to learn a trade in.

20,739. Does not this question of limiting the number of apprentices according to the number of journeymen pre-suppose that there is to be no expansion of the industry?—We think that the proportion before-mentioned is more than enough to allow for the expansion.

20,740. One to five is the number suggested?—Yes.

20,741. Then you brought that down to two to nine?—Yes. When you take into account that in 1883 we turned out very nearly double the amount of tonnage that we did in the following year, and for four years there was more than one-half of the whole of the men out of employment in our shipbuilding districts, and that these four years had cost us 100,000*l.* a year for the maintenance of those men that were out of work, that shows that the number of apprentices is sufficiently great.

20,742. But, of course, the establishment of a limited number of apprentices to a set number of journeymen, based upon actuarial calculation of the working life of a journeyman, does assume, does it not, that there is to be no expansion in trade?—We would be very willing to make allowance for expansion if we could see that there was any need for it.

20,743. I only asked you whether that was not so?—If we could see there really was any need for the expansion, we would be willing to consider the question, but we consider there are too many in the trade, because they turn out ships to that extent that they overrun the market at once. As soon as freights go up to anything like paying prices, at once there is a large number of orders rushed into the market, and the employers themselves put on a lot of hands (I do not complain of it) on to the work they have got, and they turn out ships in some instances at the rate of one for every fortnight. If the work were extended over a longer period of time, it would be better for every one, and the freights would keep up. It would pay the shipowners and shipbuilders far better if they would agree to do that.

Mr. *Dale*—continued.

20,744. My question was not controversial. It was merely as to whether it did not involve a restriction of trade?—Quite so.

20,745. In your suggestion for equalising wages and controlling the fluctuation which you think creates difficulty, you suggest that there might be a maximum and a minimum between which the difference should be only 10 per cent., moving 5 per cent. at a time; but what in your opinion would regulate the movement? Do you contemplate a scale or an automatic movement always between a maximum and a minimum?—We should depend in carrying that out upon such a system as we depend upon for regulating it at the present time. The only thing is, that now we go to extremes sometimes.

20,746. I know; and do you not contemplate what is called a sliding-scale?—No, we could not do that; but we would simply carry that out in the same way in which we arrange our matters now.

20,747. That is, by discussion?—Yes.

20,748. There would still be within those limits, room for a difference of opinion?—Yes; but I think that if we agreed upon some such arrangement as that, it would be to the advantage of both the employers and ourselves.

Mr. *Gerald Balfour.*

20,749. I do not think that you have told us anything about the provision which your Society makes as to friendly benefits?—No, I said nothing about that, but I am prepared to give it.

20,750. Can you tell us what sums of money have been spent during the last few years by your Society in friendly benefits, as compared with the amount of money which they have expended in disputes with employers?—We have spent 3¾ per cent. on disputes, or in the adjustment of small disputes. If you take the working expenses of the Society out of the total, the whole of the other money goes for benevolent purposes; that is, we cover a larger area than any friendly society do. We give a larger amount for sick benefit, and we give also superannuation benefit to our members, and that is not given by any friendly society.

20,751. So that something like 95 per cent. of your available funds are devoted to benevolent purposes?—Yes, to benevolent purposes.

20,752. And less than 5 per cent. to the cost of disputes?—3¾ per cent. in the past 11 years is the actual amount spent. We give accident benefits also. If a man is disabled by accident at his work we give him 100*l.*, so that he may start in a little business of his own, or something to try to get a living if he cannot work longer. If he becomes defective in sight, and cannot do his work, and he feels disposed to accept it, we give him 50*l.* to start with, or he can remain upon the funds of the Society so long as his illness continues, if he has been a member long enough.

20,753. What are the weekly contributions?—We pay now 15*d.* a week; the standard rate is a shilling. As you know, it is the case with every society, that the older it becomes the greater the responsibility upon the society's funds; and we have found that a shilling is not enough to meet the expenditure; therefore, our people have been paying 15*d.* for several years now.

Mr. *Gerald Balfour*—continued.

20,754. You have no difficulty in raising contributions so large as that?—None whatever. Our funds, at the present time, amount to nearly 190,000*l.*

20,755. The fact that you have spent a large proportion of your funds upon benevolent objects, is an inducement to men who are not in the Society to join it?—Yes, and it bands them together. We give them out-of-work benefit, too, when they are thrown out of work without any fault of their own. It costs sometimes from 30,000*l.* to 60,000*l.* a year to pay men when they are out of work not through disputes.

20,756. You say there are very few men in the trade who do not belong to the Society?—Very few.

20,757. Can you tell me what the motive of these men is for not joining the Society?—Generally, I think, it is a selfish motive, or a narrow view of the thing.

20,758. Are they mostly workmen who are superior to the average or inferior to the average?—Very inferior.

20,759. Is not it possible that they may be unable to pay these contributions?—I do not think that is the cause. Their number is very small, and we find that they are indifferent men; in many cases they are lazy fellows, and sometimes drunken fellows, that we would not accept in the Society.

20,760. What attitude does your Union adopt towards the workmen in the trade who are outside the Union?—We do all we can to get eligible men into the Society.

20,761. Although they may be indifferent men?—We try to make them better men.

20,762. But you said, a minute ago, that some of these indifferent men you would not care to accept as members of your Society at all?—Yes.

20,763. How do you treat them?—We would not have them as full members of our Society. We have three classes of men, first, second, and third class members. We admit all classes of inferior men as third class. The third-class man pays 6*d.* a week and receives no benefits, except when called out on a dispute or anything of that kind.

20,764. Have you any rules restricting admission to the Union?—No.

20,765. But you would not admit to the Union anybody who had not served an apprenticeship in the trade?—We do not care about doing it. There may be exceptions to the rule; but that is the rule, that if they are to be first-class members of our Society, they must have served an apprenticeship to the trade. They can come in as second-class members if they have worked at the trade for a period of five years.

Mr. *Gerald Balfour*—continued.

20,766. But you would insist upon a certain degree of skill, and proof that that skill had been attained, by requiring a number of years' work in the trade?—Yes; and a member who proposes a man to be a member without a perfect knowledge of the man, is liable to a fine of 30*s.* for doing so.

20,767. Your Society has devoted itself to the promotion of industrial peace, and from the evidence you have given, I would judge with a very large measure of success?—Yes.

20,768. You have adopted a plan, which I think is very uncommon, if it is not unique, of paying compensation to employers in cases of men belonging to your Society breaking their contracts?—We have done so in several cases.

20,769. Does that involve a large fine upon the men?—I will give you a case in point. There was one of our men took a contract to build two boilers at the Isle of Wight, and the man could have done it well if he had only taken time about it; but he hurried over the work, and did not make a good job of it, and the firm sent to us and complained that the man had not done his work to their satisfaction. We at once deputed one of our agents here in London to go to the Isle of Wight—an efficient man—to inspect the work at the firm, and see for himself, and report to us at the office. His report came back to us that the firm were quite justified in the complaint they had made, and that the firm should be compensated, and our representative said that he thought 5*l.* would cover it. Our council decided to compel the man to pay 5*l.* into the Society, and they sent a cheque from our office to the firm at the Isle of Wight for the 5*l.*

20,770. The executive pays damages to the employer, and then exacts a fine from the workman?—Yes.

20,771. Have you ever found that those fines which you have imposed upon the workmen are not paid, because either the workmen have declined, or they have not been able to pay?—No; if they have reason to believe that the fine was unjustly inflicted they have the right to appeal against the fine, and to show, if they possibly can, that the fine was unjustly inflicted; and if they do that successfully, we refund the fine to them.

20,772. You can only enforce the fine, I presume, by dismissing the men from your Society, in case of default?—Yes.

20,773. Now, supposing you have a defaulter and you turned him out, what would be the attitude of the Union towards him; would the Union prevent him securing work?—No, we would not prevent him securing work, but our members would not work with him.

20,774. So that practically, in an indirect manner, you would prevent the employers employing such a man?—We should always refuse to work with him.

20,775. And, being a powerful and numerous body of men, as you are, you find that that threat is enough in every case to prevent an employer employing a man who has fallen under your displeasure?—It is generally so.

Mr. *Gerald Balfour*—continued.

20,776. I think you said that you have always been able to settle any differences that arose between unionists and non-unionists?—That was in answer to the Chairman; I took it in a general way. We have been able to do so, and we have been able to induce them to join the Society, and have shown them that it is to their advantage to do it, because in our communications and negotiations with the employers for an advance of wages or a settlement of wages in any way, we do it for the whole of the men engaged in the trade, and they receive the full benefit of our Society in all that we do. If they are outside of our Society they receive the benefit of it.

20,777. And you endeavour to bring non-unionists into your Union by showing them, in the first place, what the advantages are which they will obtain by joining the Union?—Yes, quite so.

20,778. But if, notwithstanding your efforts to bring them into the Union you fail to do so, your next method is to decline to work with them?—Yes, we only carry out the principle which is applied to workmen in some cases.

20,779. What do you mean by "applied to the workmen"?—I mean this, that there are some cases, but very few, fortunately, in which employers will not employ Society men.

20,780. Then in the case of some of the employers in your trade all the men are non-unionists?—Yes; and those employers will not employ a Society man.

20,781. Those men are generally of an inferior class as regards skill, are not they?—I do not know much about them, I speak generally with regard to the non-society men that we come in contact with.

20,782. When you say 95 per cent. of the men in the trade belong to the Union, I suppose we may infer that the other 5 per cent. are not distributed throughout the works, but are confined to the works where unionists are not employed?—Yes, and in some cases our employers have discharged men, not because there has been any fault on the part of the workmen at all—they have recognised the ability of the workmen as workmen, and they have not any complaint against them, yet they have discharged them if they have got to know that they are members of a society, and that does not apply to our Society only. It is very seldom that that occurs, and very few employers would do that kind of thing, but it applies to every other society as well as ours—there are employers of that kind in other societies.

20,783. The measures which you take in connexion with apprentices are certainly, as the Chairman has already pointed out, such as to keep the trade stationary: that is to say, you provide no means of increasing the number of men in the trade?—If we saw that it was required we could very soon increase the numbers, but according to our own present view, and it is justified by the state of things that has existed in

Mr. *Gerald Balfour*—continued.

the past with regard to our Society, the number of men in the shipbuilding trade is more than sufficient because we have to support one-half of them in bad times. After 1883, for four years, it has been proved by the state of the funds of our Society that there were too many by one-half in the trade.

20,784. The conditions of your trade seem to be, according to your account, unique in this respect, that it is liable to greater fluctuations than any other trade?—Quite so.

20,785. But would you recommend a similar restriction on members in other trades besides your own?—I could not say. I have only dealt with my own trade. I do not know anything about other trades.

20,786. You have not considered such a principle in connexion with the trades of the country generally?—We are willing to take a number of lads into our trade, proportionate to the number of male inhabitants of the United Kingdom, and that is a fair thing, I think; but I could not say with regard to the other trades whether it would apply. In fact, I am quite certain there is no other trade where there are fluctuations to the same extent as there are in our trade.

20,787. But, notwithstanding those fluctuations, if it were not for the restrictions imposed upon your numbers those would increase?—There is no doubt about it, because that is shown in the case I have given you with reference to the firm that employed five journeymen and 33 apprentices.

20,788. You think an artificial restriction necessary in your trade, and you think it would not be sufficient in the case of your trade to leave matters to the natural operation of the laws of supply and demand?—As far as the question of supply and demand is concerned, we might differ as to our views upon it.

20,789. In your case, at all events, you think that artificial restrictions are desirable?—Let me ask what you do with regard to Government work? When Government ask at the commencement of the year for supplies for the yards, they only ask a grant of a certain amount of money to pay a certain number of hands in the dockyards during the 12 months. They do not ask the Government to give them a lot more money than is actually wanted to do the work in order that they may be able to take on three times as many hands, say half as many more men, because there are a lot of men outside doing nothing. The Government does not do that foolish thing. The officials simply ask the Government to grant them so much money for the payment of a certain number of hands in the dockyards.

20,790. You would not describe that as an artificial restriction?—It would be applying the same principle as you want to apply to us.

20,791. I do not suggest that any principle should be applied, I merely ask the question. I do not see how this practice of the Government of apportioning a certain sum of money to be spent in dockyards amounts to an artificial restriction?

Mr. *Gerald Balfour*—continued.

—But I presume they fix the amount of money in accordance with the shipbuilding that will be required, and that is what we say. We are willing to have as many hands as will do the shipping. The Government provides supplies for as many hands as they want for their work and no more, and we say we are willing to have as many lads in the trade as will do the work, but we do not want one-and-a-half times as many as there is work for. That is my point.

20,792. Then you compare the position of your Society to the position of a single firm of employers, calculating that it will require to do so much work and that that work will require so many hands. You, as a trades union, look upon the trade as a whole, and say, so many hands will be required; but more than that you will not allow to come into the trade; that is your position?—I do not know exactly that that is our position. We say that we know, by comparing the men that are employed with the men that are out of work, and on the funds of our Society, that there are more than enough men in the trade to supply the trade of building vessels.

20,793. Now, we had some complaints yesterday from the Tyneside National Labour Union?—Yes.

20,794. I think they were principally against your Society?—Indeed!

20,795. The witnesses spoke of the tyranny exercised by the platers over the helpers; do you regard this complaint as well founded?—I have never seen them, I do not know what they are. Will you be good enough to let me know what they say? I could occupy your time for about two hours in giving you an idea of the tyranny of the labourers and the helpers.

20,796. The tyranny exercised over the plater?—Yes, or their attempts to do it, but I do not want to trench upon that question unless you force it upon me.

20,797. I have no desire to force it upon you?—We do not want to pay the helper, and in some of our districts the helpers are not paid by our people.

20,798. You have not, as an association, taken any steps to press upon the employers that the payment should take place through the platers?—Oh no, the very reverse.

20,799. You would be quite content to see an arrangement by which the payment was always made direct from the employer?—Always direct. We do not care how much they get from the employer, and in some districts it has been practically agreed. On the Wear district, of which Mr. O'Neill will give you an account, the helpers have been paid by the employers for the last 10 or 15 years. We had a difficulty on the Tees the other day, and the employers came to our people and asked for a reduction of the platers' wages with whom the helpers are at present working, and our platers submitted to a reduction, and the employers then wanted the platers to go and force a reduction upon the helpers.

Mr. *Gerald Balfour*—continued.

20,800. There seems to be a kind of triangular duel?—Yes. Our people said "No, we will not "do anything of the kind. If you want to "reduce the helpers' wages go and reduce them "yourselves; we will have nothing to do with "it." They would not have anything to do with it, and Mr. Rothwell will give evidence that we refused to take any part in the reducing of their wages, and did not do it.

20,801. There are certain divergencies of interest between the members of your Union and the members of the Tyneside Labour Union?—There ought not to be if we could only get the labourers to keep their places; that is the difficult point of the dispute.

20,802. You mean there is insubordination?—I mean the plater is the mechanic, and as a matter of course the helper ought to be subservient and do as the mechanic tells him.

20,803. The plater stands, to some extent, in the position of the employer of the helper?—To some extent, although our people do not want to pay them.

20,804. Then there is a cleavage of interests as between the skilled workman and the employer, and there is a corresponding cleavage of interests as between the unskilled and the skilled workmen?—Yes.

20,805. You would not allow, I understand, a Tyneside labourer, however skilful he might be, to become a member of your Union if he had not served a certain number of years apprenticeship?—We have never had a case where they have applied, and I have never found a man who was sufficiently skilful to come within our rules.

20,806. Applications have been made, but they have invariably been rejected upon the grounds you mention, have they?—No, we have never had such a thing.

20,807. You would not allow them to do your work?—We think everyone should do their own work. We believe in the old adage of the shoemaker sticking to his last.

20,808. Yes, but if you carry that principle very far you would separate the working classes into cast-iron divisions, and it would be impossible for a man to pass over from the class to which he belonged to another class. Do you think that would be desirable?—I do not think it would be desirable for a man of one class to go to another class; and, in fact, for the interest of the man, I do not think it would be desirable.

20,809. You think it would be desirable to maintain such an arrangement as would keep a working man in the class to which he originally belonged all his life?—Do you mean that we should be agreeable for a labourer to come and do a mechanic's work?

20,810. Provided he was able to do it?—But we have never found that to be so.

20,811. But if he was able to do it, would you object to that man on the ground that he had not served an apprenticeship?—We should object to receive him as a member of our Society unless he had served his time at the trade; certainly we should.

Mr. *Gerald Balfour*—continued.

Mr. *Dale.*

20,812. One would be rather glad to have your views or your observations upon this state of things, that certain Unions such as that which Mr. Trow represents, would include in its membership or adopt into its membership all men working in the trade no matter what their department of work was. That would not be a distinction between skilled and unskilled workmen. Certain conveniences no doubt would arise from that. The condition of a particular trade often regulates the wages of all classes of men employed in it. And, on the other hand, if a Union excludes from its membership the unskilled men, those unskilled men, and boys desire to become members of a Union of some sort, and they probably go into the Union of unskilled labourers including a great diversity of trades?—Yes.

20,813. Some obvious disadvantages must arise from that because the controllers of that Union have to be acquainted with, and have to pay regard to the very varying degrees of activity prevailing at the same time in different branches of trades?—Yes.

20,814. Have those considerations ever presented themselves to your mind as leading to the consideration of whether there should be included in the Union all the men employed in one industry, whether skilled or unskilled?—They would get the advantage of the Union in this way. The whole of the men, whether they belonged to our Society or not, would get the advantages of the Society, because whenever we get an advance of wages they get an advance of wages with us.

20,815. Is that so?—That is so. In that case Mr. Balfour referred to, whenever our people got an advance of wages from the employers the helpers got an advance at the same time. They receive all the advantages of the efforts on the part of our Society in bettering the condition of members in respect of hours of work and everything as far as their social condition is concerned, and as far as their wages is concerned. They get all the advantages of the Society.

20,816. Then you say, as a matter of fact, that taking the helpers merely as an illustration of the class of men who work alongside of your members, but who cannot be members of your Union, that it is the custom, whenever your Union have their wages varied, whether it be up or down, that the wages of the helper or any other labourers move up or down too?—They always move up with it, but sometimes, as I mentioned just now on the Tees on the last occasion when a reduction took place with our platers, the employers insisted upon an equal reduction from the helpers' wages, and wanted our platers to insist upon the helpers submitting to the reduction, but our platers told the employers that they would not do anything

Mr. *Dale*—continued.

of the kind, and that they would not interfere with the helpers' wages. They considered the helpers were fully deserving of what they received, and they refused to take part in reducing them. In every case the helpers receive an advance in wages the same as we do.

20,817. So far, your experience has not brought you to the conclusion that it would be desirable that helpers and rough labourers associated with your skilled labour should be members of your Union?—No, it would not be an advantage, I think. It would not be an advantage, especially from a financial point of view. We have to pay a large sum of money for out-of-work benefit, and if we were to introduce the labour element into it, we should have such an enormous call upon the funds of our Society that we could not stand it, and the men themselves would not be, I think, in a position to pay the very large contribution that would be required to meet the expenditure. But, as I told you, all the advantages arising from the Association, as regards wages and better conditions of work, have been given to the helpers in the same way. This paper will show you the percentages of advance in the wages of the platers as compared with the percentages of advance in the wages of the helpers (*see Appendix* 39). You see there that the total reduction on the part of the platers has been 33 per cent., and the total reduction on the part of the helpers has been 20 per cent., but they have received advances the same as our people have.

Mr. *Gerald Balfour.*

20,818. You touched upon the question of improvement in the hours of labour, I think; have the hours of labour been reduced within the last few years?—There has been a reduction of one hour a week; in most of the districts it is 53 instead of 54.

20,819. That is, one hour less on Saturday?—One hour less on Saturday. We stop at 12 o'clock instead of 1, in most cases.

20,820. What are the hours of work on the other five days in the week?—I could not give in detail the hours of work upon the other five. Some employers work different hours from others, but it was 54 hours before the reduction took place of one hour. In the shipyards, in the winter months, you can quite understand that our men cannot work out in the open when it is dark, and the hours during the two or three winter months are shortened considerably; but, as our people are all on piecework, it does not really affect the employer, because they are simply paid by results.

20,821. Your Association in no way insists upon uniformity of hours in the different works, does it?—They do not allow more than the usual 54 hours.

20,822. They would not allow their members to work more than 54 hours?—No; except in the case of overtime.

Mr. *Gerald Balfour*—continued.

20,823. I was going to ask that. Is overtime common?—No; in fact, it does not pay the employer to work overtime, because he has to pay from 25 to 50 per cent. more for his work, and therefore they do not, themselves, want more hands than are really necessary.

20,824. The employers do not want it, and the Union discourages it?—Yes; but we have an arrangement with our employers that a certain amount of overtime has to be worked whenever it is required to be done on any job.

20,825. But I gather you would not be in favour of an eight hours' day, enforced by legislation?—We do not believe in legislative action in a matter of this kind. I, for one, cannot see how it can possibly be enforced. I can admit that, in many cases, it could be done, as, for instance, where a man breaks stones by the roadside; he could drop his tools, and leave at any time; but where there is mechanical work going on, that cannot possibly be so. By an eight hours' day made by Parliament you would be bound to dispense with all overtime. You could never work eight hours per day, and then allow overtime in addition to that; that could not possibly be done; and we find, in connexion with our business, that it is perfectly impossible for us to do away with all overtime. I will give you an illustration: for instance, a very large number of our men are continually employed in repairing throughout the whole of Lancashire and Yorkshire, in the different woollen mills and cotton mills. Supposing you had an Act of Parliament stopping the day's work at the end of eight hours, and a boiler has sprung a leak in the afternoon (which often occurs), but the engine is kept working until stopping time. Perhaps two or three thousand hands are dependent upon the repairing of the boiler for the starting of the engine in the morning; but, if we were to do away with overtime, and to say they were not to do the repairing of the boiler, then those two or three thousands of hands, dependent upon the starting of the engine, would have to wait till our people had come and done the boiler repairing. That would never be to the advantage of the working people themselves.

20,826. In short, you regard a certain elasticity in the working hours as necessary in cases of that kind?—Yes, in cases of that kind, and in repairing vessels, and in a variety of cases.

20,827. Do you think that the men in your trade work harder than is desirable at the present time?—They work, as I told you before, by piece, and, as a matter of course, they can govern their work as they like. They are simply paid by results, and the more they do the more they get at the end of the week.

20,828. You do not think the present system has led to their working harder than it is desirable that they should work?—No, I do not think so. I found, as a mechanic, when working, that it was perfectly impossible for me to stop a job at a given point. I have been working at a job in

Mr. *Gerald Balfour*—continued.

which I would take three hours to get a heat and work it. What should I do, then, if I had 10 men working with me, and I had worked six hours, and then found that I could not do another round within the eight hours; what should I have to do then?

20,829. I understand perfectly; you mean that in that case, if you are subject to a rigid eight hours' day, you might be unable to work the last two hours, because, if you did, you would be obliged to work half-an-hour longer?—Yes, or an hour longer, and that often occurs. I say in many cases that is so. I believe in the shortening of hours so far as it is possible to do it; but I say you could not lay down a rigid line and say, eight hours is the time you are to work, and no more than eight hours, under any considerations. If you bring an Act of Parliament in force as to working eight hours, and no more than eight hours, you would have to put penalties upon a man that exceeded that.

20,830. Are you in favour of State arbitration?—No.

20,831. Do you think that that is another point in which the State cannot with advantage interfere?—I do not think it could. I do not believe in it.

20,832. You are a believer in conciliation, as you yourself have proved by the successful working of your Society?—I am.

20,833. And you think that that success can in every case be achieved by voluntary action on the part of the men and the employers?—From my long experience I thoroughly believe it. I speak from long experience of the working of this large organisation that I represent here to-day, and I say that we can settle all our differences without any interference on the part of Parliament or anybody else.

20,834. Now, one question with regard to this proposal of yours, for a maximum and a minimum rate of wages. Have you examined the actual fluctuations of wages during the last few years, and compared them with the figures of your proposal?—Yes; and I find that during the last very long depression that took place in trade, the wages fluctuated from 20 to 25 per cent. up to 32 per cent. Now, it was proved that the last reductions in wages did not benefit the employers an iota; in fact, one of the large employers on the Tyne, Mr. Coats, of the firm of Leslie & Co., told me that it would have been far better for them if the reduction had never taken place. It only affected a few that had a little work on hand. As soon as ever the tide turns there is an influx of orders, and the employers take these orders, basing their calculations upon the rate of wages then being paid. He takes those orders and does not know that his neighbour has also a number of orders, and each one being in ignorance of the orders in the others' books, they all take them, basing their calculations upon the low rate of wages; but as soon as those orders come up, and are given out in the various shipyards, the men see at once that there is a large quantity of work upon hand, and, as a matter of course, the men know that they have submitted to a reduction of wages, they at once turn round and say, "We must have an advance."

Mr. *Gerald Balfour*—continued.

20,835. You are speaking now of the moment when trade begins to turn?—Yes.

20,836. But when it is beginning to fall away, do you not think if wages were maintained it would have the effect of throwing a large number of men out of work?—We do not believe in that. We say that in a falling market it is impossible for you to maintain a high rate of wages. We think circumstances sometimes exist that it is to the benefit of the men to submit to a reduction of wages, but you can quite understand that it is a difficult matter for us to get the men to see that.

20,837. I quite see that, and it was with that view that I asked you whether an adoption of this proposal as to fixing the fluctuation of wages between a certain maximum and minimum might not have the effect of withdrawing employment from a considerable number of men who otherwise might obtain employment?—We think if wages move 10 per cent. it is quite far enough. When trade is exceptionally good we might run the wages up 25 to 30 per cent., but we might cripple a number of employers by doing it.

20,838. I perfectly understand the advantage of a proposal of this sort, but I merely wish to ascertain from you whether you do not think the particular disadvantage to which I called your attention might not counter-balance the advantages?—No; we think that, all round, 10 per cent. is a sufficient oscillation.

Mr. *Burt.*

20,839. You told us that about $3\frac{3}{4}$ per cent. of your total income had been expended in disputes in the last 11 years?—Yes, that is so.

20,840. I suppose that is based on a careful examination of the figures of your Society?—Yes.

20,841. Would you be able to state the figures for a longer period?—I could, over the period of 21 years, during which time I have been general secretary.

20,842. Have you reason to believe that it is less or more than three-fourths if you took it over a longer period?—It would be rather more than 5 per cent., taking the 21 years. You can quite understand that 21 years ago things were not in the happy condition in which they are to-day. Our Society was not so strong, and our relations between our employers and ourselves was not free from friction. Twenty-one years ago friction was greater than it is to-day, and, therefore, it cost a little more; but I can say for the whole of the 21 years it has not averaged 5 per cent. I have here the exact amount that it has cost us, and you will see that it has considerably tapered off, taking the last two or three years.*

20,843. So that the action of your Society has diminished the friction and lessened the number of strikes, and consequently lessened the amount

* See question 20,681.

Mr. *Burt*—continued.

you have paid in support of the men who are out in any dispute?—Yes.

20,844. Now, you gave us figures to show the very extreme fluctuations over a period of years, and, in answer to Mr. Balfour, you said that wages had fluctuated, as I understood, over that period to an extent of about, I think you said, as much as 32 per cent.?—Yes.

20,845. With regard to the limitation in the number of apprentices, you mentioned that half of your men had been out of employment for four years?—Yes, for four years.

20,846. From 1884 to 1888, was it?—Yes; that is in the shipbuilding districts.

20,847. During that period was there a tendency to get an undue number of apprentices to do the work that had to be done?—Yes, there was in many cases, and our men had to walk the streets. Allow me to qualify that in this way It only occurred in a few cases, but I contend that it is very detrimental to the interests of the whole of our best shipbuilders. I could give cases, but I do not want to name them, of firms where they got work, and tendered for that work, at a price at which it could never be done in an effectual and workmanlike manner, and they got the work done by those grown-up lads, and the better shipowners could not compete at all for the work in those cases.

20,848. I suppose, in the case of some youths after they have been two or three years, or perhaps for a shorter time than that, in the yard, they will be nearly equal to the men for some kinds of work?—For some of the rougher kinds of work.

20,849. And that tendency to employ apprentices during times of extreme slackness to do the work of journeymen would be one element in inducing your men to seek a limitation of the number of apprentices?—Yes. The system I have referred to is injurious to the best shipbuilders.

20,850. I was very much interested in your statement with regard to the desirability of preventing extreme fluctuations in wages, and I think everybody will agree with that desire; but have you ever, in your experience, had the plan that you suggested put to the test, namely, of only allowing wages to fluctuate within certain limits, say of 10 per cent. one way or the other?—We have not done that up to the present, because we have not arranged it with our employers. I have spoken to some of our employers upon those points that I have raised to-day, and they quite agree that it would be an enormous benefit if that could be arranged, and I am in hopes that we may be able to bring it about; and if our employers and ourselves can agree, it will be a benefit to both parties.

20,851. I suppose the substance of the proposal is really to prevent either the one party or the other taking the full advantage of the temporary situation of the trade?—Yes, that is it. I have known cases where, before the arrangement was made between ourselves and the employers, in Scotland when trade has been exceptionally good, and the men go in for an advance of wages, they have increased the cost of a ship by 50 per cent. within one month, and I have known, on the other hand, when trade has been bad that the employers would reduce the wage to the same extent. This is most injurious to the employers and men, and unsettles the whole trade.

Mr. *Burt*—continued.

20,852. I do not want to follow up unnecessarily the question of conflict between the platers and the helpers, and I can quite understand that it is a subject that will cause irritation, and that a good deal could be said on both sides, but have any specific complaints come to you as to the platers dismissing the labourers in an arbitrary way without any notice or giving them the chance of appealing direct to their employers?—There has never been a case of that kind that we have any knowledge of. We have considerable difficulty with the helpers. We had one instance down on the Tyne only last week, and we had recently some small cases of a similar nature where some of our platers took a vessel to plate. The number of helpers is always regulated by the size and weight of the plate. A certain scale had been in existence in that yard, our men had nothing whatever to do with that rule, which was that a certain number of helpers should be employed for a certain weight of plates. Our members had taken a vessel to plate, basing their calculation upon the calculations that the firm had been acting upon before for a long time, and our platers for their shipwork received their price according to the previous arrangement that had been in existence.

Mr. *Dale.*

20,853. Did the platers' prices include the wage for the helpers' service?—Their price included the price for the helpers' services that were paid by the employer in that particular yard. Directly after that was done the agent of the helpers came in and demanded that another man should be put upon this work. The plater said: "Well, if you go to the firm and the firm "will consent to the other man being put on I "shall be only too pleased, but our price is "based upon the calculations that have been in "existence in this yard for a long time, and for "which the firm is responsible." They would insist upon our people taking this additional man, and thus reducing the platers' money to pay him, but the platers could not do it because they had taken the contract, and based their calculations upon the arrangements that had been in existence in that yard for a very long time, and the result of it was that our platers were thrown out of work for something like three weeks before the firm would consent to pay for this additional man. We were not in any way responsible for the dispute, but the employers said that they had carried on this system in the yard for a number of years, so many helpers being allowed for a certain weight of plates, and that being so they had based their calculations upon that, and the result was that our people

Mr. *Dale*—continued.

were thrown out of work and thrown upon the funds of our Society for three weeks, for a dispute which had nothing to do with the Union.

Mr. *Burt.*

20,854. I understand no complaints of the kind I mentioned have come to you?—Not a single complaint.

20,855. Would it be considered to be within the province of your Executive Committee to deal with complaints of that kind, and to try and smooth the relationships between the platers and helpers?—Yes, certainly.

20,856. You have no indisposition on the part of your Society to deal with questions of that kind?—No, not the slightest. If any complaint whatever, comes to our office from helpers or anyone else, we at once investigate the matter and put it right. In some cases, we have known that the plater has taken work at too low a rate, and when it comes to the week end, he has not had money to pay the helpers. In that case they have complained to our office, but we have always seen that the helpers received their money; in no case have they gone without it.

Mr. *Trow.*

20,857. With regard to the helpers, complaint was made here yesterday that the platers working on piece-work, and the helpers on time, the platers sometimes lie off upon the Monday and hurry the helpers during the week, and make up the lost day afterwards, but give the helpers no remuneration. Is that correct or not?—No. Unfortunately our platers are often thrown out through the action of the helpers stopping off their work.

20,858. You understand their statement will be on record?—Yes.

20,859. It was also stated that the platers were continually working till dinner-time for half a day, and then, if it is wet, they will go home?—I have no knowledge of such a thing being in existence. I would say that it is not correct.

20,860. They also stated that whilst the plater in some cases summarily dismissed the men, the manager or foreman of the yard also claimed the right to dismiss the men?—We have never heard of such a thing. A case came under my notice and I will give it to you so that you will be able to understand it. Only a few days ago one of our platers, who was also a member of our executive council, brought a very strong complaint against his helper that he was working with. He had four helpers, and he came in to start the work; but he found there were only three out of the four helpers turned up and he could not go on with the work that he had on hand the night before, because he was short of helpers. He then said to those helpers, "Now we have "another job here, a lighter job, that we can "do with two men, let us go and do that." Now, would you believe it, those men refused to go to work that quarter upon this other job, and they kept the plater standing the whole

Mr. *Trow*—continued.

of that morning without touching a stroke of work, and the worst part of it was that when the fourth man turned up after breakfast, the three first men that had been in and stopped the plater all the morning would not start the work after breakfast till the plater would consent to pay them the quarter day, although they had never touched a stroke of work.

20,861. If those helpers were to make application to your Society, to become members on condition of paying a smaller contribution and taking smaller benefits, would you consider their application?—We have never had one before us to consider.

20,862. If you had an application to take them under those conditions, would you entertain their application?—As I said, whatever advantages are obtained for our people the helpers receive the benefit.

20,863. But if you had a fourth class of members on a smaller contribution, and with smaller benefits, you would have some control over them?—Yes.

20,864. Now with regard to your mode of settling disputes. If your conciliation fails entirely, would you be prepared to consider the advisability of submitting it to arbitration?—Yes.

Mr. *Abraham.*

20,865. Failing settlement with the arbitrators, would you agree to refer the question to an umpire?—Yes.

20,866. I was not here at the commencement of your examination, and I did not hear all your evidence, but what are the standard hours of work per day?—They were 54, but recently there has been one hour taken off. The standard rate now is 53. They leave off at 12 o'clock on Saturday.

20,867. Inclusive or exclusive of meal times is that?—Exclusive of meal times.

20,868. Have you any regular overtime work in the works?—In different districts there is. There is an arrangement between our employers and our people, as to the regulation of overtime, but they are generally the same throughout.

20,869. Will you kindly tell us what is that regulation?—Do you mean with regard to the pay, or in what respect?

20,870. No; first give us it with regard to the amount of overtime worked?—We do not restrict overtime at all on repairing work.

20,871. But upon building work, have you any restriction?—On new work, as I said before, it is not to the advantage of the employer that there should be much overtime worked, because it costs about 25 per cent. more for the work done after the usual working hours, and therefore we do not get a large amount of overtime work on new work.

20,872. But you do work overtime occasionally upon that kind of work?—Yes, when it is an urgent case, such as the case of a vessel requiring to be launched, and tanks wanted to be tested or anything of that kind, then there is overtime allowed for it.

Mr. *Abraham*—continued.

20,873. In a portion of your statement here, it is said that it is well known that the productive power of our shipyards has been enormous. During the past three years we have been producing from 300,000 to 400,000 tons more of shipping each year than the normal requirements of the trade—you say that?—Yes.

20,874. The effect in times of depression must be to throw thousands of men out of work?—Yes.

20,875. Then is not the overtime work conducive to bring about that result?—No. The overtime work on new work is so exceedingly small that it would not affect it.

20,876. Then they do not recognise it?—No; not systematic overtime.

20,877. But where it is required, it is done at an extra remuneration?—Yes.

20,878. Is it not possible to do the repairing work by a system of night-shift men?—We do not think so. You see a man starts upon a repairing job, and as it is taken as piece-work he could not transfer that work, half finished, over to another man to continue that during the time he was off.

20,879. Then your opinion, with regard to the fixing of the hours of labour, is formed because of the difficulty of repairing work?—Yes, it is with regard to repairing work, and with regard to the question that I have referred to of repairing boilers. The men engaged upon a certain class of work, such as the repairing of boilers in our yards, could not stop at the end of 8 hours.

20,880. Whatever was the regulation with regard to hours that would occur; whether it was 8 hours, or 9 hours, or 10 hours?—Yes.

20,881. How is it being done now?—If a man is so engaged he works on till he completes his job.

20,882. Is it essentially necessary that the same man should complete the job, or is it not possible that two men of equal ability could be engaged upon it?—They could not possibly do it. One man would not know how far on the other man had got with his job.

20,883. Would not a skilful man be able to see how far another man had got with a job that he is acquainted with?—No. Supposing I had to get a furnace to a certain heat, and the end of the 8 hours came; when my furnace had reached half the required heat, and the other man came to take the job off, he would not then be able to say how far on I had got with the heating of my furnace when he could not see it.

20,884. But is not it possible that two men could work in partnership with one another?—No.

20,885. Is not it done in other trades now?—I do not know. It is perfectly impossible in our trade.

20,886. Is the heating of steel or iron plates different from the heating that is required in other branches of the trade?—The difficulty would be that the second man coming to take the job would not know how far the first man had got with the heat in the furnace.

Duke of *Devonshire.*

20,887. When a man takes a job he must finish it?—Certainly.

Mr. *Abraham.*

20,888. Then you consider this trade to be a very highly skilled trade?—Yes. That is where the difficulty comes in. As I have said, there are many classes of labour in which a man can drop his tools and leave his work, and there would be no difficulty about it.

20,889. Is the trade such that a man who has not learnt it by being apprenticed to it in his youth, he would not be able to carry it on?—He could not do it.

20,890. Do you consider it a dangerous trade?—Yes, it is. We lose a number of men, and there are a number of accidents through the dangerous nature of the work in shipbuilding yards.

20,891. Is that another element in your mind which makes it necessary that men should be thoroughly trained to it?—Yes.

20,892. It being a very highly skilled trade, and being a dangerous trade, to your mind it justifies, or at least makes it essential, that men should be apprenticed to it in their youth?—Yes.

20,893. Have you any system of inspection over this work, by Government inspectors?—Some firms have their own inspectors. Where Government work is done, Government send their own inspectors.

20,894. Is this trade under the regulation of the Factory Act in any sense?—Yes.

20,895. Does the Factory Inspector visit the shops?—I have never seen him. It would be a difficult job for him. I do not think he would care about coming into the yard. He would not know what to do when he got there.

20,896. Then you think it would be rather dangerous for him to go there?—I do not think he would know what to do when he got there.

20,897. Then, in this highly dangerous trade, who is it that inspects it on behalf of the workmen?—As I told you, all Government work is inspected by Government inspectors, supplied by the Government. In almost all other work the work is inspected by Lloyd's inspectors.

20,898. That is as to the efficiency of the work?—Yes; the efficiency of the work.

20,899. But he inspects the place, to see if the place is safe for the men to work in; whether the mode of doing the work, and the places where the men are doing the work, can be made safer?—As soon as the Employers' Liability Act came into operation, we found that the employers themselves did all that they could, in a reasonable way, to protect the lives of the men, and the men themselves look after their own interests, as far as they possibly can, and

Mr. *Abraham*—continued.

the two combined make it as safe, I think, as far as the work is concerned, as it is possible to be. In some of the yards, the employers find it to their advantage to employ inspectors, for instance, to inspect scaffolding. They employ men for the purpose of erecting scaffolding, and for the purpose of inspecting the material used in the erection of scaffolding. They employ their own men for that, and in other yards that is not so. That is not done in other yards, but, as I say, the workmen on the one hand, and the employers on the other hand, try to make it as little dangerous as it is possible for it to be made.

20,900. Is there any understanding between you, as a body of workmen and of employers, with respect to the payment of compensation for accidents that occur?—I may say that the whole of the employers are insured in insurance companies, and, in dealing with accident cases, we have almost in every case to deal with the insurance companies; through the employers, as a matter of course, we have to do that. It is, indirectly, with the accident insurance companies that we deal.

20,901. Then have the employers no arrangement for compensating their workmen for accidents, except under the Employers' Liability Act?—That is all.

20,902. Is the Employers' Liability Act at present satisfactory to your body of men?—I am obliged to you for asking me that question. I say no. It is not satisfactory in this way. One point is that six weeks is not sufficient time within which to allow a man to lay a claim.

20,903. In what way would you suggest that that Act should be amended?—I think that at least it should be three months, if not more than that, within which the notice should be given. I will give you one case in point. A short time ago one of our men went into a strange district to work, and the poor fellow soon after met with a very serious accident, and he was taken to the infirmary or the hospital, and was laid up for a very long time. He lay between life and death for more than six weeks, and had not any friend to give the notice for him, or to see to it in any way. It went beyond the six weeks, and the man was done out of his compensation, as it was too late to make any application.

Mr. *Gerald Balfour.*

20,904. Do you mean the employer took advantage of that?—The employers would not give compensation, and did not.

20,905. Because of that default?—Yes. We do not think that three years' wage is sufficient compensation for the loss of a man's life cut off in the prime, if he has a family of three or four or six children. We do not think that three years' wages is nearly sufficient to compensate for the life of that man. With regard to the question of compensation, I do not think it should be limited at all. It should be left to the court to decide what the compensation should be.

Mr. *Abraham.*

20,906. But what is your opinion with respect to the basis on which a man is to be compensated; or, in other words, what is your opinion as to the doctrine of common employment, that is, as to one man receiving no compensation from his employer, because of the influence of his fellow servant?—There is undoubtedly considerable difficulty upon that point, which I am not prepared at this moment to give a definite answer to, because one would not like to do an injustice when really the employer was not in the slightest degree at fault, and the accident might be caused by some negligence on the part of a fellow workman.

20,906*a*. That is really your opinion—because it is not a new question for your consideration?—No, but I say there are difficulties about it in applying the common law to those cases.

20,907. So that you are not quite clear as to doing away entirely with the principle of common employment?—No, I am not.

Mr. *Dale.*

20,908. Was it the employer or the Insurance Company that, under the circumstances you have described, refused to compensate the man?—We applied to the employer and we were told that he could not recognise the claim.

20,909. Did the employer refer you to the Insurance Company?—No.

20,910. Was he insured?—Yes.

20,911. Did his answer imply I am insured?—No.

20,912. Did it imply that I can only accept such responsibility as the Insurance Company will relieve me of?—No, there was no implication of that kind.

Mr. *Abraham.*

20,913. Within your experience is not it the practice to take advantage of that failing to give notice by the month?—Yes.

20,914. Always?—I have never known a single case of compensation being paid where the six weeks has gone over. Never.

20,915. A large number of fatal accidents do happen in the trade, do not they?—Yes.

20,916. What is the mode of inquiry as to the cause of death?—First of all, if it is a fatal accident, there is the inquiry in the coroner's court.

20,917. Have you a right, as working men, to appear in that court?—We do always by counsel.

20,918. Have you a right to appear as the agents of the working-men or the relatives of the deceased?—We have never found any objection to that.

20,919. Of course you would be allowed, but have you a right?—I do not know whether we have a right, but we have never been objected to.

20,920. Is there any mode of making deductions from the wages earned in the way of stoppages or fines, or anything of that kind?—Not with us. The only deductions that I have

Mr. *Abraham*—continued.

been aware of have been with the consent of the members themselves, where they agreed to a certain amount being deducted from the wages for such as infirmaries and hospitals, and for doctors. I do not know of anything else.

20,921. There is no truck of any kind?—No, none whatever.

20,922. Going back to the other question, have you passed any resolutions within the last few years in your Society with respect to the Employers' Liability Act?—Upon what point?

20,923. Upon any point as to amendment? (Mr. *Dale.*) Has your Association passed resolutions as to the Act?—That question has been before our Council many times.

Mr. *Abraham.*

20,924. Have you passed any resolutions?—We have passed resolutions, and it is the unanimous opinion of our Society that it should be amended.

20,925. Would you have any objection to send copies of those resolutions to our Chairman?—If you like I could bring the matter before my Council again and get their opinion upon it, and send their definite opinion upon it.

Mr. *Dale.*

20,926. No, that would rather imply that we were inviting you to do it; but if you have passed any resolutions, you can send them up to the secretaries?—I will do that. (*See Appendix* 40.)

Duke of *Devonshire.*

20,927. Are there other Unions, and if so, what are they, which are connected with the shipbuilding industry besides yours? Your Union does not include all the men employed in the building of a ship, does it?—No, there is a variety of trades. I have here a list of trades that are connected with shipbuilding. There are shipwrights, moulders, pattern-makers, carpenters, joiners, smiths, metal-planers and painters. Those all belong to the shipbuilding industry.

20,928. Each of those trades that you have enumerated are in your Union?—No.

20,929. When questions arise between you and the employers about wages, do you have any previous consultation with other Unions?—No, none whatever.

20,930. You go direct to the shipbuilder who employs you?—If we want any alteration made with regard to working hours or wages we send at once to the secretary of the Employers' Association, giving in full detail the changes we want, and they understand that it means the usual month's notice.

20,931. Would not there be in any case convenience in consultation between the different Unions? Supposing, for instance, your Society were agreed that the state of trade made some reduction in wages necessary, that would not help the employer much unless the other workmen engaged in the business were willing to

Duke of *Devonshire*—continued.

submit to an equal reduction?—The employer would have to deal with the other bodies of men. We could not adjust wages for men who are not connected with our Society in any way.

20,932. No, but you might have some consultation with them on the subject?—It does not follow at all times that the reduction in our mens' wages takes place coincidently with the case of a reduction in the wages of the other men. It does not follow that it is an all-round reduction nor an all-round advance at all times, though sometimes it is so.

20,933. But, as a rule, would not the advance or reduction in each case be similar?—I suppose, as a rule, it would be, but we find the difficulties sufficiently great to deal with questions affecting our own members, and we do not want to multiply the difficulties in dealing with a lot of other societies that do not belong to us.

20,934. It might increase the difficulties in some directions, but it might diminish them in others, might not it?—I do not know where the diminution would come in. The engineers have a Union the same as ourselves.

20,935. If either a reduction or an increase was dependent on the state of the trade, would not there be some advantage in each union which was engaged in this industry meeting together and settling a reduction or discussing whether the state of trade did warrant, say an increase of 10 per cent. or a reduction of 10 per cent.?—There is this difficulty about it, that all unions are not governed alike, and the rule that would apply to our Union would not be recognised in those other unions. Our Society, as I stated at the commencement, vests a very large amount of power in the hands of our executive government, and other societies vest power in the hands of their local or district authorities, and the difficulty would come in in that way. I can see that if the whole of our societies had one common basis, and they were regulated by one code of rules, and if the same power were vested in the whole of the governments of those societies, if those governments met together and talked the matter over, and came to an arrangement, it would be an advantage; but as that is not the case, and I am afraid it will be a long time before it is so, I do not think it would be possible at present to do it with advantage.

Mr. *Gerald Balfour.*

20,936. Your interests would not be quite the same as those of the trades associated with you in shipbuilding?—No, and then, as I told you before, our people do their work by piece and they are paid by results, and those other trades that I referred to, most of them, are paid by the day, and the reduction is a question of piece-work, and does not touch the day-list at all sometimes.

(*Adjourned for a short time.*)

Mr. *Dale.*

20,937. Referring to the questions that were put to you by the Duke of Devonshire just before the adjournment, has it since occurred to you to state something about a federation which has been formed of trades employed in shipbuilding?—It has. The Duke of Devonshire spoke upon the question of united action between the different trades with regard to the regulation of wages, and it struck me after I went out as to whether I might not as well mention that we have pretty well succeeded in forming a federation of the whole of the shipbuilding trades. The Amalgamated Society of Engineers is the exception. The whole of the other trades are connected with the Federation, and the principle of our Federation is that all disputes between employers and ourselves shall be settled by arbitration. We have also another difficulty. Unfortunately on the north-east coast within the last two or three years it has been the case that where arbitration has been called into existence the men who have been affected by the award have refused to abide by it. To meet that difficulty, I think it would be better to amalgamate the whole of the shipbuilding trades and make one binding rule upon the whole of those trades that all disputes between themselves shall be settled by arbitration. I refer to disputes between different societies as to the demarcation of work. We have not only had disputes between employers and employed, but disputes between workmen and workmen, and these have been the most difficult to settle, and the parties have sometimes refused to abide by the award. Now we have made it a general rule that in every case where disputes arise between workmen and workmen they are bound to get them settled by a court of arbitrators, two to be appointed on each side, and the four to appoint an umpire, so as to prevent these conflicts between the different trades as to the demarcation of work. I will just hand you in an outline of the rules of the Federation. (*See Appendix* 41.)

20,938. There has been a comparatively recent dispute between carpenters and joiners, on the one hand, and shipwrights on the other hand?—Yes. Now these two trades belong to the Federation.

20,939. They were not federated at the time of the dispute, were they?—They were not, but now they are bound to abide by the court's decision.

20,940. But more recently there has been a dispute between the fitters and the plumbers?—Yes, and we advocated a settlement of their dispute by arbitration, and we insisted upon the plumbers doing that. We insisted upon their complying with the rule of the Federation.

20,941. Many fitters were not members of this Federation?—No.

20,942. They were members of the Amalgamated Society?—Yes: they at first objected to arbitration, but if they had been members of our Federation, undoubtedly they would have been bound by the rule, and the unfortunate disputes would have been averted.

Mr. *Dale*—continued.

20,943. You still hope to draw the members of the Amalgamated Society into the Federation?—We hope to do that, and we hope they will see that it is to their advantage to do so.

20,944. Would questions of general advance or reductions in wages arising from the activity or depression of the shipbuilding trade come within the consideration of the federation as such?—I do not think so. That is not the object of the Federation. The principal object of the Federation is to settle disputes.

20,945. Then may it be said that although the Federation lacks as yet the union of the Amalgamated Society, it is still acting as regards the members of the trades that are federated?—Yes; as regards the whole of the others, and we are in hopes of getting the Amalgamated Society to join it, but it appears that the chief difficulty in the matter of their not joining has been that their rules, as they at present stand, would not permit it. They are going to alter their rules sometime this summer in such a way as to enable them to do so.

Sir *E. Harland.*

20,946. We have had here, of course, a very great deal of evidence touching upon capital and labour, and may I put it to you that it is to be gathered from your remarks on that question that from your very long experience in taking an active part in conducting this very extensive organisation that your views are very distinct and strong with respect to the interest of capital and labour being identical?—Well, they are up to a certain point identical, and then they branch off. We all know that it is to the advantage of the workman if there is plenty of work, and we know that it is to the advantage of the workman if the employer gets a good price for his work, and what is to the advantage of the employer in that way is also to the advantage of the workman as well. There may be certain points in which there is a divergence coming in, but I have always thought that it is not to the advantage of an employer to cut wages down to the lowest point.

20,947. In other words, in place of its being up to a certain point a fact that the interests of both are identical, perhaps it might be better to say that, to begin with, there might apparently be an advantage to labour looking upon capital as its enemy. That is to say, if I could put it in this way: supposing, for instance, that all trades were to have a very short existence, say, 12 months, or any other short time, then in that case do you think that labour would be inclined to view capital as being in joint interest with itself?—I do not. Undoubtedly there may be a feeling of the kind existing at the present time in the minds of a good number of men. There was a very strong feeling many years ago that all employers of labour were enemies of the working men, and some of the employers, many of them, unfortunately, thought that they had a right to screw out of the workmen as much as they possibly could at the very lowest possible pay.

Sir *E. Harland*—continued.

20,948. In other words, it was the idea with the working man, on the one hand, that he need not look beyond the present time, the present 12 months, for any advantage whatever from capital, and therefore the more he got out of capital the better; on the other hand, there were employers who also looked upon the workman as only to be employed to assist in getting a return for capital for the next 12 months, and, therefore, the more the employer screwed out of the workmen the better for them in that short time?—That is so.

20,949. But, taking a longer view of it, taking a view extending over a series of years, and utilising both parts of our social economy, do you think that it is really to the interests of the employer and the employed that both should pull together, and that the two interests are inseparable?—I think so. In fact, I feel certain upon the point, that it is to the interest of both to pull together as far as it is possible to do it, because when conflicts come the workman loses, and the employer loses, and there is less money to pay to everybody.

20,950. In other words, if the time should arrive, say in shipbuilding and engineering (these being the trades with which you are particularly acquainted), when there would be no solidity or permanency in the arrangements made with the employers, it would mean that capital would be withdrawn from it, and that, practically speaking, there would be an end to the trade?—Yes.

20,951. Have you any instances of co-operative shipbuilding yards?—Not productive co-operation. We have never turned our attention to that.

20,952. For instance, those with whom you have relations—you do not at present know of any co-operative shipbuilding yard or engineering concern where it has been worked successfully?—No.

20,953. Therefore, in that case, there appears to be in this particular branch of the industries of this country no alternative, but that labour is on the one side and capital on the other?—Yes, that is so.

20,954. You also referred to the ups and downs of the trade as most injurious, with the books sometimes overflowing with orders and then none, and the men having too much to do and then too little to do, and with all the consequent evils. In referring to that you made reference to the Admiralty or Government orders, I think, and you said that in that department of the State at all events there was a uniformity which was not to be found in private shipbuilding yards. I presume you may recognise that the difference between the two is very considerable, that is, that the Admiralty know pretty well beforehand what work they are capable of doing, and what work they find they can obtain money to do, and so they may mete it out at a uniform speed?—Yes.

20,955. Whereas the shipbuilder is practically the servant or the middleman, you may say, as between the workman and the shipowner?—That is true.

20,956. The shipowner is really the man who starts the shipbuilder to work?—Yes.

20,957. Then the shipbuilder is the workman?—Yes.

20,958. Therefore you may, perhaps, be able to recognise that the irregularity of the orders is not in any way due to any blameworthiness or shortsightedness on the part of shipbuilders, but that it is simply due, shall we say, to the freaks of trade and the fancies of shipowners in giving their orders and requiring their ships to be built?—We recognise that.

20,959. In that case, if the shipbuilders had fortunately the command of more capital than they generally have, that capital could be used with immense advantage to the workmen if the builder had it to support himself with, so that when trade was slack he could put down a ship or two to build, anticipating that before long he would be able to find a customer for that ship, and so he would be able to keep his yard and workmen in more uniform work?—We find that is done in many cases.

20,960. Would you say that is a very great advantage?—Yes, undoubtedly.

20,961. In acting as a flywheel to the interests of the trade in keeping more even and steady the work upon which the workman has to be engaged?—Yes.

20,962. You referred, I think, to something like 100,000*l.* per annum as having been drawn from your Society on account of out of employment cases during very depressed times of trade?—Yes.

20,963. I see, on referring to the Parliamentary Return of the United Society of Boilermakers and Shipbuilders (and in that list you can, perhaps, understand this), that 1884 appears to be the heaviest year in that respect, and during that year there was distributed money to the extent of only 57,000*l.* odd?—That was for that one item.

20,964. What item?—Out of work.

20,965. Then what amount would you add to that to make up your own figure of 100,000*l.*?—There was the increase on the sick fund of the Society. You quite understand that where a large number of men are thrown out of work, they get into a very poor condition, and that would naturally increase the expenditure of the sick fund of our Society. The sick fund of our Society went up to a very enormous extent during those years. The amount paid to out-of-work members and the amount paid from the sick fund, and for other things, brought it up to 100,000*l.* It averaged for the four years 100,000*l.* a year.

20,966. I was not in the room when the chairman was putting the questions with reference to the disputes as between one trade and another, but do I gather from you that the very unfortunate one which was existing on the Tyne district for a little time, has been finally and satisfactorily adjusted between the plumbers and fitters?—The points in dispute up to the

Sir *E. Harland*—continued.

present moment have not been dealt with. The only basis of arrangement come to is that the points in dispute shall be submitted to a court.

20,967. What court is it?—It is a court composed of six arbitrators and an umpire.

20,968. Selected by either party?—The employers to select two, the plumbers to select two, and the engineers two, and those to select the umpire.

20,969. So that in the meantime the work is resumed on a fairly satisfactory basis?—Yes.

Mr. *Dale.*

20,970. The point referred is the validity of the previous award?—Yes, the first point.

Sir *E. Harland.*

20,971. With regard to the amount which had been spent, $3\frac{3}{4}$ per cent. of your income, as you said, was spent in reference to disputes, and the other 95 per cent., or something like that, was spent in sick fund payments?—On the different benevolent purposes of the Society.

20,972. The funds of your Society are very considerable, are they not?—Up to the end of this quarter they reached nearly 190,000*l.*

20,973. Then if those funds lose through the serious drains that are periodically made upon them, do you say they are on the increase?—They are on the increase.

20,974. Then, if they are on the increase, will not the increase have to come out of this income of yours? If, on the one side you distribute some $3\frac{3}{4}$ per cent. of the whole on disputes, and the balance is distributed for benevolent purposes, have you nothing left over to increase your capital account?—The capital account is increased when the income exceeds the expenditure.

Mr. *Dale.*

20,975. I understand the difference between the $3\frac{3}{4}$ per cent. and the total, plus the management expenses, is expended partly, or largely, rather, in benefits; but there is a balance left over which has accumulated and is put to the account of capital?—Yes, that is right, it accumulates. Let me just make that point clear. Last year, for instance, which was on the whole a very favourable year to us, after meeting all expenses of the Society we were able to add to our capital 34,000*l.*, which brought it up to the amount it now stands at.

Sir *E. Harland.*

20,976. I certainly concur in the opinion which my colleagues have expressed, that your Society is quite unique in some respects. May not we almost say that the marvellous success which seems to have attended its operations is due to the autocratic power, shall I say, which exists in the executive. You appear to decide, —and it must be, I presume, with very great equity,—all the points which come before you; and it certainly indicates an arrangement or

Sir *E. Harland*—continued.

combination for the benefit of those in your Association which I for one have not been able to gather as existing in any other association?—Just so.

20,977. There appears to be a willing acquiescence on the part of your members to abide by whatever is decided by the executive?—Yes. Let me just point this out that while the power is given into the hands of our council, that power is invested in their hands by the members themselves. The members make the rules of the Society, and they say, "From our "past experience we know that it is to the "advantage of the whole of the Society that "our council should be invested with such "power." They say, "We pay our funds into "the Society, and we make you the trustees of "the Society, and we look to you to carry out "the rules and to see that our money is not "spent or squandered away in any useless "disputes."

20,978. There does not appear to be an attempt of assumption of power. It seems from what I can gather from your evidence that they have carefully, and most wisely as I should say, chosen those on whom they are willing to abide, in case of any matters in dispute, and this method seems to indicate advantages far beyond anything that has come under my notice. Do you think that if your associations generally were guided by such wisdom, if I may venture to say so, in first recognising that capital and labour have identically the same interest, that capital is no use without labour, and labour no use without capital, and then added to that that you in your position as secretary (which is an important position in any association), recognise that you are not to be a men's man or a master's man, but should hold the balance as fairly as possible in view of what may be to the interest of the trade generally, do you think if that were generally done it would be conducive to the well-being of the operatives?—That is certainly my opinion. We have always gone on that principle. We at all times seek to do our very utmost, as you have suggested, to mete out justice, both to the men and the employers whom we have to deal with.

20,979. Some reference has been made to apprentices, and you used the expression, I think, "so-called apprentices." What is the meaning of that?—There is no binding of apprentices, as there was in the olden time. They are simply called apprentices, but there is no agreement of any kind, no understanding between the lads or their fathers as to their remaining where they are, and in many cases the firms themselves do not know what lads there are in the yard, and who are recognised as apprentices.

20,980. You will perhaps remember that in the old indentures, if an apprentice misconducted himself in one of the many ways in which he might do so, he was brought before the petty sessions and was sometimes imprisoned?—Yes.

20,981. Are you aware that during the last few years there has been a change in that respect, so that if an apprentice is brought up

Sir *E. Harland*—continued.

before the court for some offence, he would be perhaps cautioned, but nothing further?—Yes, that is so.

20,982. Have you known any cases during the last few years where an apprentice under an indenture signed by both parties has been imprisoned?—No, I have not. In fact I do not know of more than one or two firms where they bind apprentices at all at the present time. The present system is too lax; it does not produce good men.

20,983. Do you know any instances where a young man who is of proper age goes into the works, say, for five years for fitters, or seven years for carpenters, or whatever the rule of the trade may be, and that he is there under the distinct understanding that if he serves his time in a proper way, at the end of that time he will receive his indentures?—Yes, but he does not receive any indentures from the firm. He is always recognised by us as a man who has served his time.

20,984. When he enters the Association as having been duly qualified, has he no document of any kind to show that he has served a certain time?—No, he does not get anything from the firm. In fact the firm have no more control over him than an ordinary lad in the yard.

20,985. Are there cases where money is deposited with a lad when he first enters as security for his good behaviour?—In one or two cases I think there is, but there are very few such cases. We find one great evil is in the apprentices or lads going from one yard to another, not stopping in the same yard to complete their time. We now take strong measures to insist that they do that; that they should complete where they commence.

20,986. In other words, you would, under certain conditions, prefer that there should be some written agreement, as between the master and the apprentice, to prevent his going from one yard to another?—We now prevent him going.

20,987. You seek to do that?—Yes, we do that.

20,988. Is he at that time in your Association?—It does not follow that he may be. He may not be. But still, we have sufficient power to order him back to the yard to complete his time. Only last week I got a notice from the Elswick Works, Sir William Armstrong's, to say that two of their lads, recognised apprentices in the yard, had gone away and were working in another yard, when they had not completed their time. Those lads had lost a certain amount of time, and refused to work it off. The case was sent up to us, and we sent on to our agent at once and requested the agent to go where these lads were working and order them back to the yard.

20,989. These lads, perhaps, had already had their names placed upon your books?—They might have done. I am not clear upon that point.

20,990. Then you accept young lads as members of your Association during the time that they are supposed to be serving as apprentices?—We accept them after they have served two years in the firm. We allow them to become what are termed half-members, and they are registered on our books as apprentices.

20,991. Then the lads referred to may have been half-members, and their names on your books?—Yes.

20,992. And as such they came under your wing or under your guidance?—That is so.

20,993. And you succeeded, did you, in getting them to go back?—Yes.

20,994. Is not that rather a loose way of doing it; would it not be better that the apprentice system in some modified form should be again recognised, or do you think that legislation has practically almost put a stop to it?—I think so.

20,995. Reference was made to the platers' helpers and frame setters' helpers, and that sort of men, interfering or trespassing upon the tradesmen's work, and I think you stated that you could not recognise even a very smart plater's or frame setter's helper as being entitled to be considered as a tradesman and going on to your books. I presume, from your practical knowledge of such things, a labourer may become an extremely handy man, a man very superior to some other labourer, who has not been engaged in that work, and that the plater or frame setter would prefer him infinitely to any other, and give him more than a preference?—Yes, that is often done.

20,996. They become so useful in these particular branches of shipbuilding, as to materially help the tradesman?—Quite so.

20,997. The tradesman will earn more money on his piece-work than he could possibly do with a fresh set of raw labourers, with nothing but physical strength, though they might have full desire to do right?—Yes, that is so.

20,998. Then the question was put to you: Was it not very hard that the plater should sometimes dismiss those men summarily without any sufficient reason on the one hand, or that he might sometimes neglect to go to his work on a Monday, and so keep these men out of their wages, without their having any chance of deriving an advantage from the result of his piece-work? Do you see any way in which those men might perhaps become interested by some small percentage upon the piece-work?—Allow me to say that in all cases where our people have this kind of men (and there are large numbers of them) they always give them additional pay. They pay them from 6*s.* to 9*s.* a week over and above their day wages. In every case they do that. I have never known a single case where a good helper has been dismissed by the plater, as you state—not a single case. In fact it would be against the interest of the plater to do it. When he has a good man he does all that lies in his power to keep that man.

20,999. We had the evidence of Mr. Wade, yesterday, that some of these labourers get as much as 29*s.* to 32*s.* a week?—Yes.

Sir *E. Harland*—continued.

21,000. It was difficult for me to make out how those very high wages could be given, unless the men participated in some way in the advantages of the piece-work?—Yes, they do; the whole of them do.

21,001. And you say you have not had any instances of such disputes?—Never.

21,002. There have none been so serious as to come before the notice of the committee?—Not a single case.

21,003. You referred to a case at Carrickfergus, of so many apprentices to so many journeymen. Did that arise, do you think, from that yard having been a wooden shipbuilding yard, and the employers seeking to transform the apprentices of the carpenters into iron shipbuilders?—I do not think that was the cause of it. I am not quite certain as to the details of it. But we find in one or two cases an inclination on the part of some shipbuilders to adopt the same principle.

21,004. To even so large an extent as that?—Very few of them would do that.

Mr. *Tait.*

21,005. Might I ask you if you reckon that your trade is about as highly paid a trade as there is in the kingdom?—What do you refer to? Do you refer to the day rates?

21,006. Day or piece-work?—You see the piece rates vary according to the ability of a man to do the work. The piece rates are the same, but the earnings of the men would be different according to the ability of the men to do their work.

21,007. Do you consider that you are fairly paid for your work?—We are paid equal to any other trade.

21,008. Do you consider you are more highly paid than any other trade?—Yes, I suppose higher paid than any other trade.

21,009. What do you attribute that to?—We attribute it, principally, I suppose, to our good organisation.

21,010. As an organisation, have you attempted to curtail overtime in your trade?—Yes; systematic overtime.

21,011. Have you been successful in many districts?—Yes.

21,012. Where?—Everywhere.

21,013. You do not work it?—We do not work systematic overtime.

21,014. You only work overtime when it is clearly shown to you that it will meet a case of emergency?—Yes; on new work.

21,015. You have done so in the Clyde district, I believe?—Yes.

21,016. Very successfully?—Yes. In fact, as I said before, on the whole the employer does not receive any advantage from the men working overtime, if we can possibly avoid it, because he has to pay fully 25 per cent. more for the work done.

21,017. It will be a loss to him?—Yes.

21,018. You do not curtail it simply because you are paid higher?—No, not because we are paid higher. We should not take that view of it. We curtail it because we do not consider it is to the advantage of the trade, especially if there are men out of employment. We do not believe in one man doing two men's work in a day.

Mr. *Tait*—continued.

21,019. Your executive committee or council determines the policy of your organisation when certain questions are presented to you?—Yes.

21,020. Have you had districts which have not agreed with the policy?—Oh, yes.

21,021. But you have still carried out the powers which are conferred on you?—Yes.

21,022. Might I refer you to the Clyde strike?—Yes, by all means.

21,023. There you had a number of men who struck against what yourself and your colleagues thought was right?—Yes.

21,024. What did you do? Did you pay those men?—No.

21,025. You stuck by the powers that were conferred upon you?—Yes.

21,026. In answer to Sir Edward Harland, you said that there was a willing acquiescence on the part of your members to side with what you and your council did. I presume that when you said willing acquiescence, you did not mean to convey that your council moulded the policy of your organisation, but that your members mould it?—The members first of all make the rules.

21,027. They mould the policy?—They make the rules by which the Society is governed, and they invest our council with the powers which our council carry out. But they are wise enough, I say, to make rules in such a way that it works to their interest.

Mr. *Tom Mann.*

21,028. Although you have replied to many questions concerning the apprenticeship system that prevails, I have not quite gathered whether you think it desirable that we should again resort to the indenture system?—I am not quite clear upon that point, as to whether it would or not in our trade, because of the enormous fluctuation in the volume of work that we have.

21,029. In reply to Sir Edward Harland, I understood you to say that the present system did not produce good men?—That is the system of allowing lads to go from one yard to another, without any restriction, which had been in vogue in years gone by. We have taken steps lately to prevent that kind of thing, and to compel the lads to serve their time, and complete their time in the yard where they commenced it.

21,030. And do you expect to be able to exercise sufficient control through the agency of the Union to be able to prevent the difficulty arising again, or continuing?—Yes.

21,031. In your evidence-in-chief, you said the Union fixed the proportion of apprentices to journeymen at one to five?—Yes.

Mr. *Tom Mann*—continued.

21,032. And that is based upon the requirements of the trade, as the executive of the Union views the requirements of the trade. But evidently you have considered the question from another point of view, and therefore made the inquiries that you stated, to see whether or not you are taking your fair proportion of the total population ?—Yes, that is right.

21,033. And I notice that there you consider that you require two apprentices to nine journeymen ?—Yes.

21,034. So that you are not quite taking your fair proportion now ?—No, not at the five.

21,035. I would like to ask your own opinion ?

Mr. *Dale.*

I rather deprecated, with the assent of my colleagues, that we should be drawn into what might be called a pure detail of trade, namely, the proportion of apprentices to journeymen. The question whether it is expedient that apprentices should be limited clearly comes within our scope. The limitation of the number of apprentices to journeymen as a general question, I think is very properly before us; but I rather deprecated our being drawn into what after all would be a technicality of a particular trade, as to forming a judgment on a particular number.

Mr. *Tom Mann.*

I would waive it instantly, at your suggestion, Mr. Chairman; but I would like, with your permission, just to mention this, being connected with a kindred trade, that has experienced considerable difficulties in regard to this regulation of apprenticeship, and knowing that Mr. Knight has had occasion to think this matter out as much as any man, perhaps, in this country, I think, inasmuch as it has been a most serious cause of disputes, and may yet again be another serious cause of disputes, it is very desirable that the clearly-expressed opinion of Mr. Knight should be obtained as to the principle underlying the relation of apprentices to workmen.

Mr. *Dale.*

There is no objection to that.

Mr. *Tom Mann.*

21,036. Now what I want to ask you is, whether it commends itself to you as the wiser course to pursue in connexion with this matter, to look sectionally at what you consider to be the requirements of the trade, or whether you consider it a wiser course still to take into consideration the fact that the trade that you are identified with is not a contracting trade, but practically an expanding one; and, therefore, whether you ought not to continue to absorb as many of the boys of the country as there are parents of those boys in the trade ?—We look at it in both ways. The argument used was, that we were not taking our fair proportion of the male population into the trade according to the number of men that were employed. That made me endeavour to ascertain whether we were or not; and I found that we were not, quite. Taking

Mr. *Tom Mann*—continued.

the proportion of lads between the ages of 16 and 21, and the proportion of men between 21 and 43, and dividing the one by the other, I found that the proportion was 4·7. So that one to five was not quite the number that we should take in; but we were willing to take that proportion.

21,037. You are willing to take, as a guiding principle, a fair proportion of the total population ?—Yes.

21,038. Will you please tell us how many sections or classes of trade you have in your Union ?—We have angle-iron smiths, platers, rivetters, caulkers, and holders-up.

21,039. Five sections ?—Yes.

21,040. Will you tell us what proportion of the whole the platers are ?—I could not say.

21,041. Approximately ?—In some kinds of work, for instance in boiler-work, there would be a very much larger proportion of platers to rivetters in boiler-work than there would be shipbuilding, from the fact that a large part of the boiler-work to-day is rivetted by machinery. Some years ago machinery was not in existence in the boiler-shops to the same extent it is now, and, therefore, the proportion of the platers to the other classes in the boiler-shops is different to the proportion of platers to the other classes in the shipyards.

21,042. Would the platers be something like 50 per cent. of the whole ?—No. The platers would not be more than 20 per cent.

21,043. Not more than 20 per cent. of the whole ?—No.

21,044. About one-fifth ?—About one-fifth; it would not be more than that.

21,045. Would you mind giving us the average weekly wage of each of these sections ? From your reply to Mr. Tait it seems to be rather a difficult matter; but no doubt, with your very intimate knowledge of the whole business, you can strike a rough average with regard to each of the five sections. Perhaps in order to simplify matters, it would be well that you should take your own immediate district of Tyneside; could you tell us what the platers' average would be on Tyneside ?—I was never possessed of that information. I could tell what their day rates are, but I could not tell what they earn on piece rate.

21,046. Give us the day rates ?—The day rate, I think, for the platers is 38*s.*

21,047. For 53 hours a week ?—In the shipyards; and I think the rivetters are 32*s.* or 33*s.*

21,048. And the angle-iron smiths ?—The angle-iron smiths would be 38*s.* to 2*l.*

21,049. And the holders-up ?—The holders-up would be 28*s.* to 30*s.*

21,050. And the caulkers ?—And the caulkers would be the same as the rivetters.

21,051. 32*s.* ?—Mr. O'Neill could give you that, perhaps, nearer than I, because I am not so well acquainted with this kind of detail.

21,052. How many holders-up would there be—a similar proportion to the platers ?—Not quite that, I should think, not to the whole of the trade.

Mr. *Tom Mann*—continued.

21,053. Not quite so many?—No.

21,054. What number of labourers, approximately, would be employed by those five sections?—The platers and the angle-iron smiths are the only men that employ the labourers. The holders-up work with the rivetters. They are members of our Society. I could hardly say. In fact, I could not give you an idea as to the average.

21,055. What would be the average in a Tyneside shipyard for a plater—something like four labourers?—I dare say it would be about four labourers.

21,056. Then, I wanted to ask whether your Society had experienced any serious difficulties in connexion with the demarcation of work. You have spoken generally of the difficulties experienced in the district by the various trades?—Yes.

21,057. Has your own Society, during recent years, experienced difficulty?—Not any in the demarcation of work.

21,058. Not with regard to angle-iron smiths?—No.

21,059. Nor yet with regard to smiths' work?—No. Do you refer to it in connexion with other societies?

21,060. Yes?—We have had only a very small case or two that has cropped up in connexion with the Amalgamated Society of Engineers—between their smiths and ours; that took place at Newport, in Wales, and also at Swansea, I think; but we very amicably settled that. We sent to the Amalgamated Society of Engineers' Council, and asked them to send down two with full power to settle in those cases, and we would send two with full powers. And they went and drew up a list of work for each party.

21,061. That is now recognised and in force?—Yes.

21,062. Does the same apply to smiths' work in Scotland? Have you had any difficulty in Scotland?—We have not had any difficulty in Scotland.

21,063. Now, concerning the fluctuations that took place in the trade. If your Society has been called upon to pay something like 100,000*l.* per year for four consecutive years in consequence of depression, that must mean that the labourers who have been employed by those members of yours also had to undergo very serious privations?—Yes, every one.

21,064. Has the Society ever considered any method whereby they could steady trade other than what you have already suggested to us?—Not more than I have suggested, but if we could possibly steady trade, we consider it would be of great advantage to everyone. The unfortunate part of it is that as soon as a shipowner decides on ordering a ship, he wants it the next day if he can possibly get it, and then there is a regular rush, and as soon as the work is done the men are discharged and walk the street.

21,065. Has there ever been any effort on the part of your organisation, when trade has fallen off considerably, to equalise that work by going on short time, so as to employ the bulk of the men?—Yes, we have done that.

21,066. Successfully?—Yes, in some cases, and put them all on day-work—not allowed piece-work.

21,067. On a large scale?—Some of the employers would not allow that.

21,068. I was wondering to what extent it would minimise your most serious difficulty, for I presume we are to take it, it is a very serious difficulty if you have to spend what you have told us you do have to spend?—Yes.

21,069. Considering that you have such good relationships with your employers, I was wondering whether you might not now bring about even better relationships, and come to an understanding with them so as to equalise this work in time of depression, and still employ practically the whole of the men?—We should be only too delighted if that could be done; and every effort would be made to do it if we could see how to do it. As Sir Edward Harland, however, mentioned just now, in some cases the employers very kindly put down vessels in bad times on purpose to keep the men in the yards at work, which we appreciate very much.

21,070. You would say that that is very desirable, and as far as you possibly can bring it about, you are trying to do so?—Yes.

21,071. I think you have stated with regard to new work there is no overtime except in the case of urgency when a ship might want to be launched?—That is so.

21,072. Is there any regulation in regard to the repairing work?—None. We do not limit overtime with regard to repairs.

21,073. The bulk of your members would, of course, be working on new work?—On new work—a large proportion.

21,074. They comply with the 53 or 54 hours' week, as the case may be?—Yes.

21,075. So that, practically, your members do have a weekly limit?—Yes.

21,076. Saving in cases of emergency?—Saving in cases of emergency; and sometimes, as I say, when they have work on hand that they cannot possibly leave at the time the working hours have expired.

21,077. Now, let us assume that your Union was strong enough and the majority of the members thought it desirable that there should be an alteration in that weekly limit, allowing every reasonable exception for cases of emergency, it would be possible to carry it out, no doubt, if it was strong enough as I assume it is?—Yes.

21,078. Then that places it, does it not, in the same position as would be occupied by Parliament if anything in the nature of State regulation were adopted, for State regulation would, of course, also make every reasonable exception for cases of emergency, and that would enable us to get over the difficulty that was emphasised this morning, when you said you did not see how it was possible?—I cannot see how a law can be made to meet it.

Mr. *Tom Mann*—continued.

21,079. All you meant, I understood this morning, was that you did not see how it was possible with regard to repair-work, to fix rigidly upon an eight-hour day?—Yes.

21,080. You would not say it was not possible to fix for the vast majority of your members a weekly limit?—We have a standard limit now by which we work as nearly as possible; but my idea was, if you asked Government to fix a limit by Act of Parliament, you would be bound to put penalties upon men if they exceeded that limit.

21,081. If they violate the conditions of such an Act of Parliament as might be passed?—Yes. And I would further say this, that taking the whole of my Society, and for the 12 months round, they do not average eight hours a day at present.

21,082. That is allowing for the shorter hours in the winter time?—Yes.

21,083. And for the fluctuations you have called attention to?—Yes.

21,084. You have expressed yourself generally favourably to reducing the hours, but I do not know whether you expressed yourself favourable to the eight hours' day or the 48 hours' week limit?—Yes, as far as the reduction of hours is concerned, I do; but I only say I do not see how an Act of Parliament could bring it about or could be worked.

21,085. Are we to understand that your Society is decidedly favourable to the reduction of working hours to 48 a week, subject to those exceptions and those qualifications that you have spoken of?—As far as my Society is concerned, I tell you at once we do not work, on an average, eight hours a day.

21,086. Is it the case that your Society is desirous of making the weekly limit a maximum of 48 as against 53?—We would be very pleased to do that.

21,087. Is there any effort being made towards that?—No, there has not been any effort made in that direction up to the present time.

21,088. But you express yourself favourable to it?—Yes.

Sir *E. Harland.*

21,089. With reference to the question by Mr. Mann as to the number of apprentices, I think you used the expression "in proportion to the population." How does that come in as a condition?—In this way. There are a certain number of our men at the present time working at the shipbuilding trade. It has been argued against us, that we, according to the limit that we lay down, one to five, do not take in our proportion of lads to the men working at the trade. To find out that, I wanted to ascertain what was the proportion of lads between the ages of 16 and 21, taking 100,000, and the proportion of men between the ages of 21 and 43. I added these together, and divided the one by the other, and found that the proportion was 4·7. That is how I arrived at it.

Sir *E. Harland*—continued.

21,090. Do you mean 4·7 boys to one man?—No. That was the proportion that would make about two apprentices to nine men. But we found that the average working life of our people is about 23 years, taking them all over.

21,091. From commencing?—Yes. Our Society shows that it averages 23 years. If you take a young man who is out of his time at 21, and another lad is put to learn that trade at that date, by the time that man is 26, supposing the lad serves five years, there is another lad out of his time. By the time he is 31 there are two out of their time; by the time he is 36 there are three out of their time; by the time he is 41 there would be four out of their time. Therefore it comes as nearly as possible to the proportion I mentioned.

21,092. That is assuming that the works, in which the men and apprentices are engaged, are in a fixed condition as to number employed?—Yes.

21,093. But supposing there are works, such as you yourself have known, I have no doubt, where, taking the last 10 or 20 years, employment has gradually lessened, and the number employed has been reduced. Then there are other works where they have kept pretty uniform, with the same number always at work; and then also, there are other works which increase in size and in number employed?—Yes.

21,094. Now would you apply the same rule to those three conditions? Would you allow an employer, who gradually employs a fewer number of people, to have as many apprentices per man as you would in the case of works which are gradually increasing in number?—As he increased his number of hands, so he would increase his number of apprentices.

21,095. But it takes, unfortunately, five years to turn a lad into a man; so that you see he would be handicapped to the extent of those five years?—We have plenty of lads all ready to fill up their places; all ready waiting.

21,096. But if works are increasing at the rate of, say, 20 per cent. every year in number, surely it would be very unfair for those works to be limited to the number of apprentices who are allowed to be engaged, as against works which are being reduced in the same proportion?—What we want to do, is to take the average for the whole of the district, and not of one particular works.

21,097. Then, if your rule might be fair for the district, might it not be very unfair for individual cases?—We have never found it so. In fact, we do not know how it can possibly be, We say, whatever the proportion of men, so you increase the proportion of lads.

21,098. You do not see that that tells unfairly, just in proportion to the number of years that it takes a lad to become a man?—No.

21,099. That is to say, the longer the apprenticeship the more unfair it would be in the case of works that were increasing?—I cannot see that at all.

Mr. *Dale.*

21,100. Of course, if you increase the number of journeymen 20 per cent. you might bring in a 20 per cent. additional number of apprentices, but you would have to bring them all in at starting age. The yard is extending its operations very much, and it adds, in a particular year, 20 per cent. to the number of its journeymen?—Yes.

21,101. You would say, "Very well, it is at "liberty to add 20 per cent. to the number of "its apprentices," but in that case that 20 per cent. added number of apprentices would all have to come in at the commencing age of 16?—Yes.

21,102. They could not come in at varying ages, from 16 to 21?—But, unfortunately, there is this about it, as Sir Edward Harland has stated, we have firms that are declining as well as firms that are increasing, and the firms that are declining have a surplus number of apprentices always on hand, and they dispose of them. We are, therefore, always able to supply the firms that are increasing, with lads, perhaps, who have served two or three years with another firm that has decreased.

Sir *E. Harland.*

21,103. But already you have objected to apprentices leaving the concern where they started their apprenticeship?—We do not do an injustice to the lad. If he is discharged from a firm, which is, unfortunately, the case sometimes if a firm closes, we do not do an injustice to that lad and say, "You have no right to come "into the trade;" but we see if possibly we can find places for these lads with a firm that is increasing its works and increasing its hands, and then we give this firm the advantage of the other firm's apprentices.

21,104. Is not that rather assuming a dictatorial position? Would the firm which you may say was in its declining years, with at any rate a declining trade, be disposed to part with apprentices; would not many of them be beginning to be very useful; would it part with its apprentices simply because it was not able to employ the full number of men that it was doing the year before?—They do not do it at all times, and we do not ask them to do it.

21,105. A firm that was increasing might ask you to send some apprentices to give them a supply, but your reply would be, "We have "none to give, because the firm which is de- "clining in trade will not part with them"?—Unfortunately we have never been in that position at all yet, and I can only answer the question as far as my experience goes.

21,106. Might not the hard and fast rule that a district shall have only so many apprentices be, as I have indicated, very hard upon a firm that was extending its works?—We have never found it so. I have been more than able to supply the firm that has increased, and have been only too glad to find apprentices from yards which have closed their works sometimes.

21,107. With regard to the question I put to you as to your being in favour or not of the

Sir *E. Harland*—continued.

eight hours, and your reply being that your leading hands can hardly be considered, on the average, to work more than 48 hours a week?—Yes.

21,108. Are you able, on second thoughts, to confirm that?—Yes.

21,109. So that they are really, for practical purposes, on the eight hours' principle without any legislation whatever being upon the matter?—Yes, in shipbuilding yards.

21,110. At the same time you would prefer that they should have that liberty (and not be tied down by legislation) to work eight hours, nine hours, or ten hours if they chose?—Yes, in accordance with our recognised rules.

21,111. Particularly that the young and active men, when they are able and willing to earn large wages, should be free to do so?—Yes.

21,112. So as not to become a burden upon your Association in their old age when they might not be able to earn anything like full wages?—Yes.

21,113. Do you think that, in view of foreign competition with this country, it is desirable in any way that we should seek to restrict our ability to compete with foreigners, in view particularly of the tempting bait in the shape of bounties which has been brought forward in the United States?—I am sure you do not believe in bounties.

21,114. I am afraid we all believe in them when they come in our way?—There is no competition in the shipbuilding, as far as foreign countries are concerned, with the shipbuilders of the United Kingdom. I daresay you might have seen, and no doubt have seen, that there has been a question with reference to the French Government giving an order to an English company to build a vessel. The French firm wanted 12,000*l.* for building this vessel, and nine months time in which to build it. It was taken by one of our firms on the Tyneside, and they agreed to do it for one half of the money, that is, for 6 000*l.*, and also agreed to build the vessel in 12 weeks. It will take a big bounty to get over that.

21,115. Nevertheless, you recognise the enormous strides that have been made in Germany, for instance?—Not in shipbuilding.

21,116. In shipbuilding—are not you aware that many of the ocean liners were built on the continent?—You turn out more tonnage in your yard than the whole of the yards on the continent put together.

21,117. Nevertheless, we must recognise it to some extent?—It is a very small item to recognise. You may take it into account, but it does not require very much consideration, I think.

21,118. Just one question with regard to the apprentices. We have had it given in evidence here that the apprentices should be limited according to the number of journeymen working, but supposing, for instance, a man has five or six sons, and he wants to put them to different trades, would you in any way restrict the introduction of apprentices to learn the different trades in such a way that he would find it

Sir *E. Harland*—continued.

extremely difficult to place all his boys in different trades?—It would not be to the advantage of a parent to put his sons apprentices into a trade that will be overrun with lads, so that after they have learnt their trade they would be unable to earn their living by it. A wise parent would divide up his sons among the different trades.

21,119. Does not it strike you still that, by the limitation of apprentices, you might stop the introduction of active young fellows into the industries of the country?—No.

Mr. *Gerald Balfour.*

21,120. To clear up this question of the proportion of apprentices, should I be expressing your meaning correctly if I were to put the matter in this way: what you affirm is, that the proportion of apprentices to journeymen is the same as the proportion of the whole number of young men living between the ages of 16 and 21 to the whole number of men living between the ages of 21 and 43?—Yes.

21,121. Then it would scarcely be correct to say that the number of apprentices is in proportion to the population, would it?—It would be in that case.

21,122. I think not?—If we had 100,000 men working in the trade, two apprentices to every nine journeymen would keep up the number.

21,123. That would be correct if the population were stationary, but the population might increase, and your system would not allow for any corresponding increase in the number of apprentices?—If the number of men engaged in the trade increase, do you mean?

21,124. This system of yours, if carried out, would provide for keeping the numbers in the trade exactly the same?—The proportion would be the same.

21,125. Whereas, if there was an increase in the population, then the number allowed would no longer be in proportion to the population. I merely wish to clear the matter up, and to understand distinctly what you mean. You do not imply that the number of apprentices is proportioned to the population in the sense in which I last used the words, do you?—It would be in proportion to the population taking into account the men working at the trade.

21,126. If the system you advocate were adopted, it would not give the same proportion if the population increased?—Yes, it would.

21,127. But supposing the present number bore a certain proportion to the whole population, and in 10 years the population has increased by one-fifth, the adoption of your system would not cause the number in the trade to be increased by one-fifth?—But supposing the number in the trade has existed the same for five years, you could apply the same principle that has been applied in the past, and make the required change. There would not be any difference then. We do not lay it down as a binding everlasting rule. The increase of population would not affect the proportion of lads to men between the ages before-mentioned.

Mr. *Gerald Balfour*—continued.

21,128. It will not keep the numbers in the trade proportioned to the numbers of the population as a whole?—It might not, but you could regulate it at the end of every five years. We simply propose that for the purpose of regulation.

Mr. *Mawdsley.*

21,129. I should like to ask you if I understood you right when you said you would keep the fluctuations in wages within a limit of 10 per cent. one way or the other?—That was just to illustrate my point—that if our employers and ourselves could agree to have that as the highest point and the lowest point between which wages should oscillate or move, 10 per cent. would be a suitable amount, perhaps.

21,130. Would the adoption of 10 per cent or 15 per cent., or whatever was agreed upon, tend to steady and make regular the work?—We think so.

21,131. Would it regulate the work for the workman?—We think so.

21,132. How would it affect it? How would it do it?—The object of the plan I have stated is to prevent disputes. One of the principal causes of dispute is the adjustment of wages. If you could get over the difficulty and arrange those points that I have suggested, you would then have removed one of the principal causes of disputes.

21,133. Supposing there was a great demand for new ships, and large profits were being made by the employers, would not a large increase in the wages tend to diminish the number of ships put out for building?—You mean in case they increased the cost of the ship?

21,134. Yes?—It might do that.

21,135. On the other hand, would a large reduction of wages in depressed times not tend to increase the number of ships put out for building?—We do not think so, or very little indeed. People do not build ships very often without they are wanted. Ships are expensive articles.

21,136. But if wages enter largely into the question of the cost of a ship, and if wages were much reduced, would it tend to what I may term the speculative building of ships, in order to keep the hands going, as was suggested before?—The question of the employer putting down a vessel to keep his hands together and find work for them, is a different thing from what we call speculating in ships by people who have nothing to do with shipbuilding—different from the middleman who would come in in connexion with the case you refer to, and if he could get a cheap ship built, he would do it for the profit he would get on it at the turn of the trade.

21,137. So that the extreme fluctuations in wages would not have a tendency to increase the regularity of the work by diminishing the demand in dear times, and increasing the production in cheap times? Is that so?—Would you put that point again?

Mr. *Dale*—continued.

...m. in the first place, what is the ...the dispute. If they are making a ...sk on what grounds they are making ...l. and so forth, and if they are asking ...man has been agreed to be worked at, ...n I cannot go beyond the list price. ...price has to guide me, whatever they ...n the matter; but if it is something ...ink is reasonable, we get the officials ...m, the manager (possibly the foreman) ... workmen together that are connected ...the dispute, or are likely to be connected ...the dispute, and we talk matters over, and ...nally after reasoning the matter over, we ... to a compromise, which is accepted by both ...es as being satisfactory. That occurs in ...ses out of every 20 where there is a little ...tion arising about the price of piece-work.

21,172. You do not find any objection raised ...employers or managers to receiving you?—...n. no. I have the entry of all the yards; in ...act, the employers send for me quite as often as ...the workmen themselves, and by those means we keep down disputes as much as ever we possibly can. I look upon a dispute in my district as being in some sort a reflection upon my character, and an indication that I am not doing my duty when a dispute is existing. There is a printed circular regarding helpers' wages, which Mr. Knight handed to you this morning (*see Appendix* 39), and I should just like to read it over, and I would like to point out that platers are not quite so hard upon the helpers as seems to have been represented before this Commission. I have here the advances and the reductions that have occurred since 1884. I find the platers submitted to a reduction of 10 per cent. in 1884, and the helpers only submitted to a reduction of 5½ per cent., or 1*s.* 6*d.* a week from their wages, which were then 25*s.* 6*d.* a week. In June 1884 another reduction of 7½ per cent. the platers submitted to, and the helpers submitted to a reduction of 6 per cent., making the wages 24*s.* a week. In January 1885 the platers submitted to a 7½ per cent. reduction on piece-prices, but the helpers submitted to nothing on that occasion, and in the year 1886 the platers submitted to an 8 per cent. reduction, but the helpers only submitted to a 4 per cent. reduction, or 1*s.* per week, making their wages 23*s.* a week. That made the total reductions 33 per cent. for the platers and 15½ per cent. for the helpers, and at that time the platers arranged with the helpers as to what wages they should receive, so that it would double the reduction to the plater. If the helpers submitted to a reduction of 5 per cent., say, the amount of the reduction to the platers would be 10 per cent., the helpers being reduced according to the rate of wages that formerly existed. Something has been said about overtime. We have a scale drawn up here to apply to boiler-shops, and bridge-shops, and for new work (*handing in the same*). By it overtime in repair-shops, whether the work is executed in the shop or outside would be unrestricted, and night-shifts would work as usual when

Mr. *Mawdsley*—continued.

21,138. Do I understand that the greater fluctuations in wages would increase the cost of the ships when they are much in demand, and very much decrease the cost when they are little in demand; and that that would have a tendency to increase the regularity of the work. Is not that so?—To steady it?

21,139. When wages go up very much the cost of a ship is increased?—Yes.

21,140. Will that have a tendency to diminish the number of ships built?—It would for the time being, no doubt.

21,141. When wages go down very much, the cost is very much decreased?—Yes.

21,142. Would that have a tendency to increase the building of steamships or any other kind of ships?—To a very small extent indeed, because shipowners do not want ships to be lying up in the river idle. They decrease in value by doing that.

21,143. Did I understand you to say shipbuilders, under such circumstances, when they could build ships cheaply, sometimes do it, and take the chance of selling them?—No, you misunderstood the point, I think. Many of our shipbuilders, when trade is very bad, and they have a number of men out of work, for the sake of keeping those hands together, find work for them, have laid down a ship to build, not so much because they have been able to build it at a cheaper rate, as that they have been able to keep their men at work in the yard. That has been the principal object of their doing it.

21,144. But nevertheless, if it was the case, that they could not build them at a cheaper rate, the probabilities are that they would not do it; is that so?—That might affect them a little, but to what extent I could not say.

21,145. Now that brings us to the point Those large fluctuations, if I may so term them, from the highest to the lowest rate, have in them a tendency to make the work of your men more regular?—It would affect it but very little, but the damage effected otherwise would be very great, and the one could not counterbalance the other.

Duke of *Devonshire.*

21,146. I think, with reference to the questions I asked you before, you have since stated that you have formed a federation of some of the trades engaged in the shipbuilding and engineering industries?—Yes.

21,147. I understand the main object of that Federation is to settle disputes which may arise between the societies' members?—Yes, one of the objects.

21,148. I see another object, which you stated was the mutual support of the societies within the Federation, if they were attacked by individual employers or body of employers?—Yes.

21,149. Would the amalgamated trades come out in support of one society that was on strike?—It would mean that provided we considered the case was an extreme one.

21,150. Has any such case occurred?—No, never. We have just copied that from the employers' book. That was one of the employers' rules, and from their rule book we copied it.

21,151. Could you state whether you or your Society, generally speaking, are in favour of the practice of what are called sympathetic strikes?—We are not in favour of any strikes.

21,152. But are you in favour of the principle that it is legitimate, under extreme circumstances, to enter into a general strike in order to support a federated society, in a quarrel which only affects the members of that society?—It would be a very extreme case indeed if that occurred. The object of our Federation is to use its moral influence as a federation to bring about the settlement of disputes rather than any other thing.

21,153. And in ordinary cases you would probably say to the Society which had quarrelled, "settle it yourselves"?—Yes, in ordinary cases we should say that. We should not interfere at all.

21,154. It is not at all a principle with this Federation, that you will support one of the federated trades through thick and thin, in any dispute?—Oh, no, they would have to show good cause for that.

The witness withdrew.

Mr. R. ROTHWELL, Mr. JAMES O'NEILL, and Mr. JAMES CONLEY called and examined.

Mr. *Dale* to Mr. *Rothwell.*

21,155. You are a member of the Boilermakers and Iron and Steam Shipbuilders' Society?—Yes.

21,156. Are you an office bearer?—Yes.

21,157. What office do you hold?—District representative.

21,158. At Stockton-on-Tees?—At Stockton, Hartlepool, Middlesbro', Whitby, Darlington, and South Bank.

21,159. Do you give your whole time to the affairs of the Association?—Yes.

21,160. But you have yourself been a worker in the trade, have you?—I have been a worker for 20 years, and foreman for 14.

Mr. *Dale*—continued.

21,161. Have you heard the evidence given by Mr. Knight?—Some portion of it.

21,162. You have probably seen, or had the opportunity of seeing, at any rate, the paper which really constitutes his evidence in the main in this case?—Yes, I have seen that.

21,163. It is not necessary and it would not be convenient for us to ask you to do more than supplement the evidence given by Mr. Knight, and to state any other point you think necessary?—I do in a great measure support what he has said.

21,164. You need not tell us that which he has told us about the constitution of your

Mr. *Dale*—continued.

Society, or the manner in which it conducts its operations. We will merely ask you to tell us generally about it?—I will deal with the general disputes I have been concerned in. Since I have been on the River Tees we have had two, and both were to try to get an advance of wages. One dispute commenced on January 15th, 1889, and ended on February 5th. We demanded 7½ per cent. advance on piece-work, and 2*s.* per week on time wages.

21,165. Who is "we"?—That is the members on the Tees.

21,166. Engaged on shipbuilding on the Tees?—Yes; the employers offered us 5 per cent. on piece-work, and 1*s.* on time wages. Members would not accept it at the moment when it was offered, but eventually the employers withdrew it. Our members came out at that time to the number of 2,000. The employers eventually renewed the offer, and we got 7½ per cent. on piece-work, and on time wages 1*s.* 6*d.* a week. The dispute lasted three weeks.

21,167. Was that course that you describe taken with the sanction of the council?—No; our members did not get the sanction of the council, nor did they get any support. It was simply one of the cases in which there was a kicking over the traces.

21,168. Do you dwell upon that with satisfaction, or the reverse; I mean, do you consider the independent action of the Association desirable or undesirable?—I think the advice of the council ought to have been accepted by the men. The other dispute we had, commenced on June 2nd, 1888, and terminated on June 16th, 1888, and we got an advance of 5 per cent. on piece prices and 1*s.* 6*d.* on time wages, the increase to commence from the 1st July. We asked for 12½, and eventually accepted 5 per cent.

21,169. How long did that strike last?—A fortnight, and we had 2,000 members out.

21,170. That was the course taken with the approval of the executive council, was it?—No. In both cases it was without it. The council did not support the members that were out.

21,171. Do you desire to say something about the prevention and settlement of disputes?—Yes. As Mr. Knight has said, I may say too, that we have 95 per cent. of our members in the shipyards working on piece-work. This is a list of our piece prices, the books we arranged to work by (*handing in the same.*) It is almost a daily occurrence that some friction arises about the prices. The type of vessels differs very much. They differ in construction, and at the present time we are building a number of oil vessels for carrying oil in bulk, and that class of vessel requires extremely good work, and our members requested to have a higher rate of pay as it entailed extra labour upon them. Some of the employers give it us and some object to it, and owing to this, friction naturally arises. Almost every day in one yard or another, when such friction does arise, I may say, that the employers or the workmen themselves send a note or telegram to me to say I am wanted in a yard, and I go down and inquire from the men, in the first place, what is the nature of the dispute. If they are making a demand, I ask on what grounds they are making the demand, and so forth, and if they are asking for more than has been agreed to be worked at, I tell them I cannot go beyond the list price. The list price has to guide me, whatever they may do in the matter; but if it is something that I think is reasonable, we get the officials of the firm, the manager (possibly the foreman) and the workmen together that are connected with the dispute, or are likely to be connected with the dispute, and we talk matters over, and eventually after reasoning the matter over, we come to a compromise, which is accepted by both parties as being satisfactory. That occurs in 19 cases out of every 20 where there is a little friction arising about the price of piece-work.

Mr. *Dale*—continued.

21,172. You do not find any objection raised by employers or managers to receiving you?—Oh, no. I have the entry of all the yards; in fact, the employers send for me quite as often as the workmen themselves, and by those means we keep down disputes as much as ever we possibly can. I look upon a dispute in my district as being in some sort a reflection upon my character, and an indication that I am not doing my duty when a dispute is existing. There is a printed circular regarding helpers' wages, which Mr. Knight handed to you this morning (*see Appendix* 39), and I should just like to read it over, and I would like to point out that platers are not quite so hard upon the helpers as seems to have been represented before this Commission. I have here the advances and the reductions that have occurred since 1884. I find the platers submitted to a reduction of 10 per cent. in 1884, and the helpers only submitted to a reduction of 5½ per cent., or 1*s.* 6*d.* a week from their wages, which were then 25*s.* 6*d.* a week. In June 1884 another reduction of 7½ per cent. the platers submitted to, and the helpers submitted to a reduction of 6 per cent., making the wages 24*s.* a week. In January 1885 the platers submitted to a 7½ per cent. reduction on piece-prices, but the helpers submitted to nothing on that occasion, and in the year 1886 the platers submitted to an 8 per cent. reduction, but the helpers only submitted to a 4 per cent. reduction, or 1*s.* per week, making their wages 23*s.* a week. That made the total reductions 33 per cent. for the platers and 15½ per cent. for the helpers, and at that time the platers arranged with the helpers as to what wages they should receive, so that it would double the reduction to the plater. If the helpers submitted to a reduction of 5 per cent., say, the amount of the reduction to the platers would be 10 per cent., the helpers being reduced according to the rate of wages that formerly existed. Something has been said about overtime. We have a scale drawn up here to apply to boiler-shops, and bridge-shops, and for new work (*handing in the same*). By it overtime in repair-shops, whether the work is executed in the shop or outside would be unrestricted, and night-shifts would work as usual when

Mr. *Dale*—continued.

required. The foreman can select the members he wishes to work overtime from any branch of the trade as exigencies require; each month to stand by itself. If less overtime than this scale allows be worked in any month, such difference is lost, as it cannot be carried forward and added to the following month. This scale applies to all members of this Society employed in the shops specified. If 20 members are employed in a shop, 6 days' overtime is allowed per month. That is divided over the 20 members. If 40 members are employed, 12 days per month is allowed; for 60 members, 15 days is allowed; for 80 members, 18 days is allowed; for 100 members, 21 days is allowed; for 120 members, 24 days is allowed; for 140 members, 27 days is allowed; and for 160 members, 30 days is allowed. This applies to shipyards as well as to boiler-shops, and bridge-shops.

21,173. Are these district regulations?—Yes.

21,174. Applying to your district?—Yes.

21,175. They do not necessarily apply to other districts?—No, they were accepted by the employers. There was not the slightest objection made to them, and they have been in operation now for 12 months, and they have been found to work very well. Something has been said about the working hours. So far as the shipyards are concerned, I find that from October 21st to November 20th the winter hours are from 6.30 a.m. to 5 p.m.; from January 21st to February 14th, half-an-hour was allowed for breakfast, and three-quarters of an hour for dinner, and that means 51 hours per week. From November 21st to January 20th, the hours were from 7 a.m. to 5 p.m., and on Saturday from 6 a.m. to 12 noon, giving 48 hours per week between those dates; 53 hours is the number in the summertime. Taking into account loss of time through wet weather, sickness, and holidays, the hours of members in the shipyards do not average above 48 hours a week, taking them all round.

21,176. Is there any other point on which you wish to give evidence?—As to the advances and reductions that have taken place during the last 12 years, I should like to say a word upon that. In November 1880 our prices were advanced 5 per cent.; in March 1881, 5 per cent.; in July 1881, 5 per cent.; June 1888, 5 per cent.; February 1889, 7½ per cent.; November 1889, 2½ per cent.; January 1890, 5 per cent. Then the reductions were: February 1879, 7½ per cent.; November 1879, 7½ per cent.; February 1884, 10 per cent.; June 1884, 7½ per cent.; January 1885, 7½ per cent.; March 1886, 8 per cent.; January 1892, 5 per cent.; making a total of advance of 35 per cent. from 1880, and a total of reduction of 53 per cent. from 1879.

21,177. Do not give us it in detail but give us the total?—The difference between the two percentages is 18 per cent. loss since 1879. On the time wages we have been reduced 2*s.* a week, and we have been advanced 6*s.* 6*d.*, so that we have gained upon the time wages 4*s.* 6*d.* a week. Our time rates for angle-smiths are 40*s.* a week——

Mr. *Dale*—continued.

21,178. What are you going to give us now?—The time wages.

21,179. Very well?—The time wages for angle-smiths, 40*s.* a week, and for platers, 37*s.* a week——

21,180. Is that at the present time?—Yes. Rivetters get 34*s.* 6*d.* a week; caulkers, 34*s.* 6*d.*; and holders-up, 29*s.* 6*d.*; that is in the shipyard. Then in the boiler-shops angle-smiths get 40*s.* 6*d.* a week; platers, 38*s.* to 40*s.* a week; rivetters, 37*s.* 6*d.*; caulkers, 37*s.* 6*d.*; and holders-up, 31*s.* 6*d.* That is about all. I may say our employers deal very fairly with us, and there are very good relations existing between the workmen and the employers.

21,181. You think the system of conciliation, which you have described, is answering its purpose, do you?—It is. I have had 15 years' experience of it, and 38 years as a member, and I never was out on dispute a day in my life.

(To Mr. *O'Neill.*)

21,182. Are you also district agent of the Association?—Yes.

21,183. Having for your district what?—Sunderland. I reside in Sunderland, but I move about a good deal on behalf of the executive.

21,184. Does your district include all the shipping yards on the Wear?—Yes. I may say, of course, I represent the boiler-makers of the Wear district in the first instance, and the boiler-makers and shipbuilders of the Tyne as well as the Wear, and I may say I am likewise very well acquainted with the work of the boiler-makers and shipbuilders of many other parts of the country, which I will enumerate in my statement. My own special district with which I am concerned, and where I reside, is Sunderland, and I may say that I have taken your circular as issued by your Commission, and I have put, as nearly as I possibly can, correct answers to the questions.

21,185. I do not think it will be necessary for you to go through that. You have heard the evidence given by Mr. Knight?—I did hear most of it.

21,186. We will only trouble you to speak to any point that he has left out?—Very well. We have, in Sunderland, 14 shipyards, and we have five large engine-shops. We have 10,000 men employed in the shipbuilding, and we have 5,000 men employed in the engine-works. Out of that number we have 2,500 belonging to the Boiler-makers' Society, composed of boiler-makers and iron shipbuilders, made up, as Mr. Knight has mentioned, of angle-smiths, platers, caulkers, holders-up, and rivetters. We have, in 14 shipyards, all told, about 600 or 700 apprentices. So far as the wages of the boiler-makers and shipbuilders are concerned, I may say that we have a mutual understanding with the employers on the Wear, that any alteration of wage, whether up or down, must carry a month's notice. Formerly we had it that it should carry three months' notice, but, failing three months' notice becoming general throughout the country, it was found necessary, on the part of the shipbuilders on the Wear, as well as on the part of the workmen, to fall back on the month's notice.

Mr. *Dale*—continued.

Had the other parts of the country adopted the three months' notice, probably we should have continued it, and kept it up to the present time. We could manage to settle our questions very amicably during three months' negotiation, and there was very little to complain of. Invariably we made settlements, and I may say, in passing, that the boiler-makers, that is, those working solely in boiler-shops, have their wages settled on both sides by the Engineers' Association and by myself and deputation, on behalf of the boiler-makers. Our present rate of wages, dating from January 2nd, 1890, are: for flangers, 41*s.*, that is what we call boiler-smiths; for heavy platers, 41*s.*; light platers, 39*s.*; rivetters, 37*s.*; caulkers, 37*s.*; holders-up, 30*s.* 6*d.* In a case of repairs they get 1*s.* per day extra upon the rates I have just mentioned. Should they have to repair boilers in other parts of the country, they get 2*s.* a day allowed for their lodgings. So far as the boiler-shops are concerned, we have one large boiler-shop, and that is Clark's, of Sunderland, working on piece.

21,187. I suppose many of the men whose wages you have mentioned, work on piece-work?—I was going to mention that out of five large boiler-shops, we have four of them worked on time exclusively, unless it is in the case of hurry and trade presses. When there is plenty of work the employers in that case will allow riveters that may be working on heavy work time-and-a-half on the rates mentioned here, but it is a case of mutual understanding between men and employers. It has no reference to any settlement made with the employers of the district. In one particular case, that is in the case of Clark, of Sunderland, we have since 1881 had piece-prices prevailing, and the whole of their work, with very slight exception, has been piece-work. I have a code of rules here that was drawn up in 1881, and found to answer, and I have brought that with me so that you should see it (*handing in the same*).

21,188. It is not necessary at present, I think?—This is the only boiler-shop, as we term it with us, that is working on piece-work, and I may say that has been mutually agreed between Messrs. Clark and ourselves as a private matter, he being the only employer employing men working on piece-work. That price has ruled since 1881, and there is not a single instance in which that has been called in question by one side or the other, but has gone on satisfactorily since 1881. That disposes, I think, of the boiler-shops. I may say likewise that the boiler-shops working on time are paid by the hour, and that is one of the questions that have been put to me. As far as piece-work is concerned in the shipyards, we have the same understanding with the shipbuilders. They have an association, and all our business transactions are carried on through the associations, and we have codes of rules so far as piece-prices are concerned, and I have them here with me (*handing in the same*). You will see they are signed by the secretary of the employers' association and by myself, and they are signed by the employers' secretary of

Mr. *Dale*—continued.

the Tyne likewise, and by our ex-delegate who was then acting for our Society. I see a gentleman present here to-day. He is one of the parties to the agreement, one of the signatories, Mr. Plummer, from Newcastle. So far as the general question of piece-prices and time wages in the shipyards goes, that is all by mutual understanding. I have no recollection myself, with the exception of 1886, in the early part of that year, of any strike, but three reductions had been made previously, and I remember the men raised objection to accepting further reductions. The shipyards were very slack and work was scarce, in fact there was scarcely any work, and generally the previous reductions of wages had not increased the quantity of work. The volume of work had not increased to any appreciable extent from the previous reduction, and the men generally came to the conclusion that it had not done so; but, however, the builders said that some reduction had to take place if they were to have any chance of securing shipbuilding, and the result was that we suffered another reduction of 7½ per cent. For the whole period, beginning with 1884 to 1886, the reduction amounted in the case of angle-smiths to 30 per cent. That was piece-work rates which are generally fixed in the same manner as those of platers and rivetters. They also suffered a reduction of 4*s.*, on what is termed their time wages. I just want to say a few words on this point. So far as time wages in our shipyards is concerned, it is nil; that is to say, it is not workable. Our employers in Sunderland prefer to have their men working on piece-work; and I may say that, in consequence of the training the men have undergone in that town for the past 25 years, in the practice of working on piece-work, they themselves prefer to be employed on piece-work. But there is an understanding, more or less binding on both sides, that they get so much per day allowed for all work that is not contained in the price-list, or that is not bargained for. They get 10*s.* a day for work of that kind, and they never revert, if they can possibly avoid it, to the system of working on day-time. Other districts may not be so far advanced in this particular system of piece-work as we are; but we do attend to the time wages question as well. During the period before mentioned, the rivetters and caulkers' reduction amounted to 27½ per cent on piece-prices, and 4*s.* per week on time wages; platers and frame-turners to 32½ per cent. on piece-prices, and 4*s.* per week on time wages; helpers from 3*s.* 6*d.* to 4*s.* 6*d.* per week. Coming to the helpers, I may say that we have assisted the helpers to arrange with the employers to secure whatever wage they could. We have in Sunderland in the shipyards a little over 2,000 helpers working in conjunction with the platers. For the past 10 years there has not been any friction, as far as I recollect, between the platers and themselves; and, in consequence, the result has been that the helpers during that period I have mentioned, from 1884 to

Mr. *Dale*—continued.

1886, had 30*s.* per week, and they were reduced to 27*s.* That was 3*s.* less all round on the outdoor helpers. The helpers working at blocks and boards and furnaces, which is more skilled work than the other, had 33*s.*, and they were reduced to 28*s.* 6*d.* at the end of that week. That meant that they lost a little more, because less liable to broken time. Then a period of advance came on, beginning with 1888, and I have a summary of it; and according to the summary the angle-smiths secured 20 per cent. in return for the 30 per cent. that was lost in the bad period, and 4*s.* 6*d.* per week on the time wage. That was 6*d.* per week in excess of what was lost on the time wage; but it was 10 per cent. less than the angle-smiths suffered during the period of bad trade. The platers and frame-turners had 20 per cent. returned, with an advance of 4*s.* 6*d.* on time wages, and rivetters and holders-up 20 per cent., with an advance of 4*s.* 6*d.* The helpers that were at 27*s.* were advanced to 30*s.*, going back thereby to the original rate of wage. Those inside, at 28*s.* 6*d.*, were again advanced to 33*s.*, bringing them back to that period when they first began the reductions. I think that is sufficient in reference to shipyards. So far as the boiler-shops are concerned, they work overtime occasionally, when it is found to be necessary. We, like the other portions of the country, are striving to restrict overtime as much as possible — I mean by that, extravagant or unnecessary overtime. At the same time we are doing our best so that the men shall have regular time, if possible; and we have committees arranged in Sunderland, whose duties are to attend to all complaints employers may make as to loss of time by the workmen, and these committees meet regularly every week; and I may say that we have found that the firms and managers come to our committee to lay any complaint that they may have to make against any of our members, and when they have complained to us, we have invariably found that we could give general satisfaction, so much so that the employers are always pleased when these matters can come before the committee. I have another printed sheet here which shows the working hours in the engine and boiler-shops.

21,189. Will you hand that in (*same handed in*)?—Any overtime that may be worked in the shipyards is always paid for in excess of the prices then ruling at the time. There is a scale here that has not yet been finally fixed by the employers as an association, but it is being adopted by all the employers that required any overtime of late. This document relates to the binding agreement between us, and it is signed by the associations on both sides (*handing in the same*). There is one question in your circular, sir, as to what are the means of the workmen for getting compensation in case of accidents and so on. What I want to say in reference to that is that the workmen subscribe in most of the yards and workshops in Sunderland what is called a shop or yard

Mr. *Dale*—continued.

fund, and it is applied to both sick and accident cases. There are general subscriptions stopped by employers weekly from the earnings of the men, and that is done by mutual agreement, so as to support this trade fund, and as a general thing, the amount of money subscribed by the employers is equal to the amount subscribed by the workmen, and they have established in that way a fairly good fund, and that certainly meets any emergencies when they arise. In addition, I may say that so far as the Employers' Liability Act is concerned, that if we cannot mutually agree upon compensation (and we have frequently done that) it is of mutual interest between us that we shall then go to the court. We have not let a single case slip since December 1883. As to every case that was worth testing during that period, both parties have been very wishful that a clear understanding should be arrived at with respect to it, and I have a little sheet here (*handing in the same*) that has been put in print not long since, and that gives the number and the results of the cases, and I may say there is not the slightest friction between employers and workmen in consequence of the action taken by us in reference to the Employers' Liability Act. I do not know that I should dwell much more on it. I have pretty well exhausted what I intended to say about our works. There was something said about a black-list. I want to make it clear to this Commission, that so far as any black-list is concerned that we have simply a list of this kind. We call it a black-list, and unfortunately it is a bad name, and it may give bad impressions to those gentlemen who do not quite comprehend what it is intended for. We call the men who do not pay their contributions regularly black-list men, and we send that round to them to inform them of the amount of money they owe, so that it cuts both ways, that is to say, it protects the Society and compels the men to pay their arrears, and in addition it shows exactly how much the men owe, and gives them an opportunity of seeing to their contributions at once, so as to be in benefit when necessity requires. This document keeps it constantly before them, when it is sent to them.

21,190. Do you mean that is a notice sent to the men who are in arrear?—It is sent to the workshops and to the foremen.

21,191. It enumerates those who are in arrear?—Every man in the Sunderland district, who is out of benefit, that is, if he is owing over 12*s.*, has his name put in the black-list, and the amount of the arrears is sent to him, and one copy is sent to the delegate, so that the men in the yard shall see it, and they will take the earliest opportunity of clearing themselves with the Society. Many men find it very useful for jogging their memory as to what they owe. We find it very serviceable. I may say that the apprentices are not bound by indentures, and as to that you have already heard from Mr. Knight. They occasionally pass from yard

Mr. *Dale*—continued.

to yard, and we try to prevent that as much as possible, and the employers are anxious as well as ourselves to prevent it. Should it occur that an apprentice boy runs away from one works to another, his employer makes inquiries, and we do our best, by inquiry, to find out where he has gone. We have not yet found any disadvantage from foreigners coming to seek employment in our district. I have not found that so anywhere in England, Scotland, or Ireland. I think, if there are any foreigners, or people not belonging to Great Britain, employed, they are mostly employed in the draughting department, and they have not yet found their way into the shipyards. I never found a workman in Sunderland dismissed from his employment because he was a delegate or representative of a society. I have heard of a few men who made claims against a foreman when they were discharged, and, after inquiry, I have found that there were other causes which led up to their dismissal, which were perfectly justifiable. That is my experience, and I may say I have had 15 years on the north-east coast in those matters, and, therefore, I have some general knowledge of the district. So far as the mutual relationships existing between employers and men are concerned, I hope it is very friendly. We do meet very frequently to discuss the wage questions, and we discuss them on both sides, and do our very best to put our case as strongly as it is possible for working men to do it, and hear the opposite side. After several meetings, and when the pros and cons have been discussed, and various resolutions have been passed, we do generally succeed in a settlement, and after a settlement has taken place there have been no cases of falling away from the terms that I am aware of. Our means of settlement are by the process of conciliation, that is, we meet together and discuss with the employers our grievances, and we settle any questions that may arise. With reference to the four or five weeks' stoppage in 1886, that was entirely owing to the fact that the men thought the three reductions were quite sufficient, and there not being an increased volume of work it was not thought necessary to decrease the wages further, and the men, after suffering the reduction, went to work again. I may say now, so far as disputes are concerned in the Wear district, that I have taken out the amount paid for disputes. There are many things that have to be taken into consideration in considering the causes of these disputes, such as the alterations in the weights of plates, and many things that come in daily in the shipyard that will require re-adjustment from time to time. The draughtsmen may from day to day alter the sizes of the plates, and alter the whole construction, and the result is that some re-arrangement of prices follows ultimately. Taking all those things into account, a man may have been standing idle, not wickedly, but waiting for a settlement, and the men wish for some remuneration for that. As to disputes of that character, the total amount, from December

Mr. *Dale*—continued.

1881 to December 1891, which we have paid, is 567*l.* 6*s.* 4*d.*

21,192. Why cannot you avoid waiting for prices to be settled by an understanding that in some way or other a fair price shall be arrived at and made retrospective?—We have an understanding generally prevailing. There are no signatures on either side, but it is mutually understood that the workmen go on with their work.

21,193. You say the compensation for workmen waiting till prices are fixed was attributable to a system existing some years ago?—Yes. This amount of money to which I have referred, of 567*l.* 6*s.* 4*d.*, is spread over 10 years.

21,194. The system of waiting is not so general now as it was?—I have gone back 10 years because your circular spoke of 10 years. But there is a fairly good understanding prevailing that the workmen shall continue at work, and whatever is mutually agreed upon shall be paid to the workmen from the time the work commenced. I may say that Mr. Knight put a circular in this morning with reference to Belfast, and the same conditions are prevailing here.* As far as we are concerned, the rule that we have acted upon is that, whenever those questions come up for settlement, the amount paid away is not more than 6*d.* per man per year and that will prove, as far as we are concerned, as a Society, that we are striving, if we have not accomplished it absolutely, to bring disputes to as small a point as possible. I have gone back for the last 15 years I have been residing there, and we have only spent 1,025*l.* altogether, and that will speak for itself, I think. Our efforts may not have been absolutely successful, but we are striving to make them so if we can. I think what you have heard from Mr. Knight will corroborate that, so far as the helpers are concerned. I know it is a point that is rather touchy at times; but, to avoid any dispute with the helpers, we have come to an arrangement with them. We have done our very best to give them satisfaction, and on all occasions in which the rates have been in dispute we have invariably appealed to the employers to be as light as possible with them, and the representatives of the employers will remember instances of the kind. I have two circulars here as to the settlements arrived at between ourselves and the helpers (*handing in the same*)

21,195. Do not go into it too much?—I would like to read this because of the helpers. There is an agreement here, in which the first clause says:—"(1st.) In any case where the plater is "absent from work, and his men have to lose "their quarter, they will be paid for the same "by the plater. (2nd.) In any case during the "same pay, should any individual helper lose a "first quarter, he forfeits his claim under the "first clause. (3rd.) In no case will the plater "be held responsible for the payment of any "quarter, excepting to helpers actually in the "yard ready to work within ten minutes of the "regular starting time in the morning." We have had occasion to add another clause or two

* See questions 20,728–29.

Mr. *Dale*—continued.

to the same agreement in another yard. The fourth clause that we have added says:—"Quarter-day time will end at 8.30 a.m; half-"day time will end at 12 noon; three-quarter-"day time will end at 3 p.m.; full-day time "will end at 5 p.m. In the event of helpers "working with platers losing a quarter-day "through the absence of the platers, to such "helpers who are offered work the platers shall "not pay for the lost quarter." We find many cases of that description, because the first clause insisted upon the plater paying the first quarter, and the helpers belonging to that plater would refuse to engage themselves to work with another plater that might have his men out, and the result would be that it would be injuriously acting towards the plater, from the fact that the helpers ought to have worked with another plater, and thereby have removed the difficulty from his shoulders. "Any dispute "arising between the platers and the helpers, "the local secretaries of the workmen to be "informed, for the purpose of arranging any "question in dispute; in the meantime, no stop-"page of work to take place." I will close my remarks by saying that, speaking after 15 years' experience on the north-east coast amongst the shipbuilding and engineering employers, I have ever found them ready and willing to act fair towards their workmen. I can say the same of all the places I have visited, namely, Barrow-in-Furness, Hull, Southampton, the Clyde, Liverpool, Belfast, and Londonderry. The anxiety of the employers in their respective places appeared to me to find out what was right, and to act accordingly. As to the eight hours' movement that began in Sunderland, and I called the other day to see both the gentlemen that started this, and I may say that it was voluntarily offered to the men, and was not brought about by any agitation on the part of the workmen wishing to secure eight hours.

21,196. I think I know what you are speaking of, but you had better explain it more fully. You are speaking of one firm in Sunderland?—Yes, the first firm was William Allan and Company, Engineers, and they arranged it as follows: Mr. Allan asked, in the first place, I believe, to see myself and likewise the secretary of an engineering society in Sunderland, with a view of putting his programme before us, and I have his programme here (*see Appendix* 42). He said that he had come to the conclusion that the time had come when something would certainly have to be done with reference to the question of the eight hours' movement, and he was prepared, if we would accept a scheme that had been in force for some time, to test the question so that we should be able better to judge on both sides afterwards whether there was anything worth in it or not. We arranged it mutually, and I got the consent of the council in the first instance not to interfere, but they expressed their pleasure at the idea of Mr. Allan taking the initiative in the matter. I was to get the men's consent at the works to give it a fair trial and they consented by a resolution to adopt the proposal made by Mr. Allan. I may say that Mr. Allan said, that in the event of loss to the firm, that he had no desire to reduce the wages. You will remember we gave five per cent. off the wage for the alteration of the hours, with the understanding that about June of this year, in the event of the work turning out equal to the quantity before worked, the wages would be proportionately returned to the workmen, and I believe that will be so. This is a letter of the 16th May 1892, from Messrs. Allan and Company to myself, and it says, "Mr. O'Neill, "Dear Sir,—Replying to your query as to "whether the eight hours' movement as insti-"stuted by us and as worked by us since "January 1st 1892, has been successful, we beg "to state that we are thoroughly satisfied "with the results, and so far as we can see we "quite believe we turn out as much work under "our eight hours' system as we did formerly "under the nine. Yours faithfully, William "Allan and Company."

21,197. Tell us exactly what was the nature of the arrangement made by Allan and Company?—The nature of the arrangement was this, that the men would work 48 hours per week, and they agreed to suffer a reduction of five per cent. on the ruling wage. The shortening of the hours they got in the morning—they went to work at 7.30 in the morning instead of 6, and on the Saturday they left off work at 12.

21,198. What were the hours before they became 48?—Before this began they were working 53 hours, and, I may say likewise, that this firm was the first to adopt the 53 hours.

21,199. Then how much time is abridged on the first five days of the week? Is it half-an-hour a day, or what?—An hour and-a-half each day.

21,200. It can hardly be that. How is that divided over six days in the week if it is only five hours altogether?—I have the division here (*see Appendix* 42).

21,201. This is the time-table, but I want to know what it was. Can you tell me in a word? They shorten the week's work by five hours?—Yes.

21,202. How is that divided over each of the six days?—They go to work at half-past 7 in the morning.

21,203. By how much on the Monday is it shortened, for instance?—It is shortened the same on every day in the week. I am not clear as to the details of it more than is contained on that paper.

21,204. It is five hours at any rate?—Yes. The other shipbuilding firm wrote on May 16th, 1892, "Mr. J. O'Neill,—Referring to your in-"quiry as to whether the eight hours' move-"ment as instituted by us at the commencement "of this year has been successful, we have very "great pleasure to say it has more than met "our expectations. We are paying considerably "more wages and consequently turning out "more work. We are now satisfied it is to the

Mr. *Dale*—continued.

" interest of every employer in our trade, as " well as to the interest of the workmen to " adopt the eight hours' day as arranged by us. " Yours faithfully, Short Brothers."

21,205. What is their business; what do they do?—Shipbuilding.

21,206. This firm also?—No, that applies to Mr. Allan. I have no statement with reference to the hours worked daily at Short Brothers, only they are 48 per week.

21,207. What is the work conducted at Allan's works? What are Allan and Company?—They are an engineering establishment — they are engine-builders.

21,208. Engine-builders and boiler-makers?—Yes, engine-builders and boiler-makers.

21,209. Do they do repairing work?—They do occasionally, but not a great deal of it. They are pretty busy, and they confine themselves very much to new work generally. They are building the highest-pressed boilers that have been turned out of Sunderland. We have built boilers at this firm tested to 400 lb. water pressure.

(To Mr. *Conley.*)

21,210. You are a district agent, are you, to the Iron and Steel Shipbuilders' Society?—I am district representative for Scotland.

21,211. Living in Glasgow? — Living in Glasgow.

21,212. And giving the whole of your time to Association?—The whole of my time.

21,213. I know from the proof you have sent in that you have very carefully considered all the points upon which this Commission have desired to have evidence, and I also see that much of your evidence covers the same ground as that covered by Mr. Knight's evidence?—Yes.

21,214. Therefore, I am sorry that the trouble you have taken in regard to the evidence you propose to give will be found to have been unnecessary to some extent, because Mr. Knight has already given a great deal of it, and I think we must ask you simply to supplement what you have heard said by Mr. Knight on any point which you think desirable?—I do not think I can add any more, although I have taken a different standpoint on the apprentice question from that of Mr. Knight. I quite endorse the statement of Mr. Knight, and I can only propose to supplement his remarks by going into that question. So far as the members in Scotland are concerned, Mr. John Inglis has issued a memorandum on the apprentice question accompanied with certain diagrams.* Our members in Scotland have been agitating on the apprentice question in Scotland for the past three or four years more or less, and we have had several conferences with the employers, and I could give a brief *résumé* of those conferences if desired.

21,215. I do not think you need do that?—Very well, I would just like to mention one point. Mr. Inglis assumes, in the memorandum which he showed to the members of the Royal Commission, that he takes a certain——

Mr. *Dale*—continued.

21,216. I think, as I said at an earlier stage, we need not concern ourselves about the question of whether there should be one apprentice to five journeymen, or one apprentice to four journeymen, because that is a matter of trade detail?—Quite so.

21,217. The question of whether there should be a limitation of the number of apprentices to the number of journeymen is one which is disturbing the trade, and may be generally interesting as regards the principle involved in it, but I do not think we are likely to concern ourselves about the proportions of the number of them?—I quite agree with you, sir, on that point. In fact I do not know why it was sent to the Royal Commission at all on the apprentice question.

21,218. It is only with reference to its being a disturbing element in the relation between employers and employed?—I think the Scotch employers are, as a rule, very cautious, and they were afraid they would do something to damage the interests of their English and Irish *confréres* more than anything, and I am really of opinion that it is not a matter that was ever contemplated when the Commission was formed—it was not contemplated that the question would be taken up by them, and I do not want, therefore, to trespass upon your time in regard to that matter.

21,219. You are aware Mr. Knight has dealt with it in his evidence?—I will supplement his remarks by one single sentence. The rule in Scotland as to apprentices going to the shipbuilding and boiler-making trade is not that they go at the age of 17 years, but it counts from the age of 25 to the age of 40 years. I may tell you at the present time, although there is a sort of tacit arrangement between us, as an association, and the Clyde employers, even now one of the largest firms on the Clyde, are dispensing with their apprentices whenever the three years is up. Now most employers for their own individual interest treat an apprentice after he has been three years in the trade as a competent workman. With reference to another matter which I will speak upon, I agree with Mr. Knight that some more binding form of agreement should be made between masters and apprentices. I do not refer to the form of indenture which Sir Edward Harland spoke about, which is old and antiquated, but I think there should be a more binding form of agreement than exists at present, because really on the Clyde, so far as agreements are concerned, not only the employers and managers, but even the very foremen, do not know how many apprentices there are. I have the figures of the number of apprentices we have in Scotland, and instead of it being one to five, I should be nearer the mark if I said at the present time it is one to two-and-a-quarter. There are some employers who keep within the bounds, but there are others who employ nothing else but apprentices. With reference to the strikes and lock-outs it is not necessary that I should go into detail into this matter more than to refer to disputes which were, with two exceptions,

* See evidence of Mr. John Inglis, questions 26,093–131, 26,149–53, 26,162–78, in this volume, and also Appendix 57.

Mr. *Dale*—continued.

really not disputes. I refer to disputes which were, with two exceptions, really not disputes. I refer to those at the back end of the year 1883, when the Clyde or the Scotch employers took advantage of the workmen in depressed times. I am not going to blame them for it, because I frankly admit that, in 1882 and 1883, the workmen did force the wages up to an excessively high level, and of course what is good to give is not bad to take at times, but from 1883—the back end of the year—to the back end of the year 1887, less wages were paid in Scotland for our class of work than in any other part of Great Britain, or Ireland either. In the beginning of 1888 the Clyde Employers' Association was formed, and I must say from 1888 up to the present time we have got on very well together. The only possible point that we have in dispute on anything, is about this apprentice question and the only great dispute we had was in the year 1889, and I might say that at that time we endeavoured to formulate a price list in order to prevent the men from rushing prices up to an excessively high level. After six months' conference backwards and forwards, the men thought that the employers were playing fast and loose with them, and they came out, but with that exception, and with the exception of what little disturbance we had last year, we have got on very well together. Respecting piece rates, our piece rates, so far as rivetters are concerned, may be a little more in Scotland than they are in England or Ireland, but our platers' rates are considerably less. Our caulkers' rates are about the same. As to our time wages in the boiler-shops, they are something like from 3*s.* to 5*s.* a week less than are paid in England or Ireland. Of course it is only within the last few years that we have got in the organised state in which we are at the present time, and I might say we have in Scotland, in connexion with our Association, 7,771 members; and with regard to the non-union element you may take it for granted that about per 2 cent. are non-members, and are strictly confined to the small inland boiler-shops and bridge and girder works. With regard to the Employers' Liability Act, I would just like to say a word upon that. I think it could be amended to some purpose beneficially to the workmen. In the first place I consider six weeks is too short a notice. Six months would be more like the thing, because many a man has an accident, and really you could not tell in six weeks, nor yet in three months, whether that would be a permanent accident, and I think six months would be a better limit to put. There is one term in the Employers' Liability Act which I think should be deleted from it. I refer to the "common employment" clause. I cannot, for the life of me, see that this should be in the Employers' Liability Act at all. We very often find, at least I find it in Scotland, that when there are any cases under the Liability Act that are brought before the Court there is a disposition to get clear of the responsibility and shift it off the shoulders of any of the officials, and bring it under the term of "common employment," and say that a fellow-workman was the cause of it. So far as the eight hours' day is concerned, 95 per cent. of our work is done by piece-work, and we do not get a chance to work eight hours. We have weather to contend with and breakdowns of machinery and non-delivery of material and other things, and perhaps the men's own negligence when they do not really work. I certainly do not at all object to the hours being brought down to eight, but I certainly object to their being brought down by Act of Parliament. I think if a body of men are organised with a disposition to meet in conference with the body of employers in a spirit of compromise and of give-and-take, that they can and will regulate the hours of labour during which they work without applying to Parliament to do that which they can do for themselves.

Mr. *Dale*—continued.

Sir *E. Harland.*

21,220. I will just correct a little statement which Mr. Conley referred to in referring to the fact that I was urging the restoration of the old antiquated form of apprenticeship by indenture. I think, on reference to the question I put, it will be found that I only said, "Would not it be desirable to have some more binding agreement or certificate indicating that an apprentice had come under some arrangement with the employer to serve a certain time"?—Quite so.

Mr. *Abraham.*

21,221. Is it a custom prevailing in Sunderland for the employers to contribute to the shop fund generally, or is it confined to Sunderland only?—(Mr. *O'Neill.*) I do not know that it is confined to Sunderland. (Mr. *Conley.*) I may say that it is so in Scotland. In 9 cases out of every 10 the workmen contribute a certain amount stopped off every fortnight, and it goes to form an accident fund, from which those who are hurt in the yard get a certain amount weekly in the way of sick aliment allowed them, and the men contribute to it, and in very few cases do the employers contribute anything at all. The fund is at the men's disposal, and at the end of each year they apportion a certain balance to certain charities.

21,222. Where they contribute in this manner does the employer claim the right to be exempt from the Liability Act?—(Mr. *O'Neill.*) No. I may say that in no instance has the employer sought to be exempt from the working of that Act; in no case of a sick fund or an accident fund.

21,223. With reference to the black-list, is it customary or is it occasional, where men are discharged or who have been on strike, for the employers to send a list of their names to other employers in other districts, whereby they are prevented from being employed?—I have heard people say that such things did occur, but I, personally, am not acquainted with instances of

18 *May* 1892.] Mr. R. ROTHWELL, Mr. J. O'NEILL, and Mr. J. CONLEY. [*Continued.*

Mr. *Abraham*—continued.

the kind occurring in our Society. They have never occurred, to my knowledge, as yet in Sunderland. I have heard men say in other places that conduct of that kind did take place, but I could not vouch for the authenticity of it.

21,224. You have been in Sunderland for 15 years?—Yes, I have lived in Sunderland 15 years.

21,225-6. And none of those cases have been brought to your attention?—We have not had any cases that I can remember, and my recollection is pretty good in that period. (Mr. *Conley.*) Or to mine. (Mr. *O'Neill.*) There is no case of an employer discharging a man because of a dispute arising about the price of piece-work, and as we have had no general strikes it could not come in the other cases.

21,227. Have no complaints been made to this Society upon this point?—I am not aware of any; and to show you more clearly the position we are in, every shipbuilder in Sunderland sends me a book made up by the draughtsman, showing the size of plates with the shells, decks, stringers, and tanks throughout the ship, and I weigh those plates up and send them to the yard, and if there is any difference I arrange it myself by going down, and the men have no cause of dispute; it is entirely removed from them.

21,228. What is your opinion with reference to the inspection? Do you think, that if practical working men were appointed inspectors that it would tend to reduce the accidents that happen?—I think that would be so.

Sir *E. Harland.*

21,229. Do you think it would be so?—I think it would tend to reduce them, but at the same time I must likewise say that our employers have taken every known precaution, I think, to avoid accidents; but if individuals were constantly going about inspecting the machinery and inspecting the plant generally, and studying everything as well, no doubt they might draw the employers attention to things that are, perhaps, omitted, but I think that the employers take all the precautions they can to avoid accident. We have had very few of them.

21,230. Did you ever work in a shop yourself?—Yes. I worked in a shop for years. I was brought up in a shipyard.

21,231. Are you aware as to whether a great many fatal accidents occur from the slipperiness of walking along plates on the decks of ships?—That is so; that is unavoidable.

21,232. You look upon that as unavoidable?—Unavoidable. I have taken every precaution in walking myself, and I have myself slipped, though I have had no accident during the years I have worked.

Sir *E. Harland*—continued.

21,233. No doubt accidents occur from plates being taken off at the ship's side by the dog or the chain breaking. Have you heard of that?—I have heard of them, but I have not had such accidents.

21,234. Taking the accidents as they do occur in the shipyards, do you think that ability or any possible foresight on the part of the Government inspector could obviate them?—If there was a Government inspector moving about in the yard all day and taking notes, &c., he might find out all the little difficulties, and it might be that he would be able to point something out. I only go in occasionally now.

21,235. Are you aware that Government inspectors do not go into the spinning and weaving and other branches of trade in that way?—The machinery is generally properly boxed in, of course, and we have very few accidents from machinery. If there are any accidents it is generally with planks and staging.

21,236. More in that direction?—Yes, more in that direction than anything else.

21,237. That is, more than with machinery?—More than with machinery. The machinery is pretty heavy and pretty well cased in, and I do not think that we have much to say upon that point, but we have accidents through bad material used in shipyards, for instance, bad planks or bad thwarts, that is, pieces crossing from one upright to another. There are many cases in which accidents might be prevented, provided that all wood was examined before being given to the workmen to work with.

21,238. You are referring, probably, to hidden knots in a plank?—Yes.

21,239. It would be very difficult to detect those?—Unless carefully examined before they are handed out to the workmen. Some of our builders send a couple of shipwrights to examine the wood, and they give it the technical examination that is necessary, and they allow it to go into the hands of the workmen. They do not detect flaws in every case, perhaps, but they do all they can. (Mr. *Conley.*) I may say that some large firms employ two special men to go round every Saturday afternoon after the men have left off work to examine the staging and tackle and so on.

Mr. *Abraham.*

21,240. Do you say that accidents arising from the raising of the plates and so forth do not happen with you?—Not to any remarkable extent. If I draw a comparison between now and 25 years ago, I would say then, as compared with now, there would be a man killed every day.

21,241. It is quite possible that the cause of the accident might be in the material?—It might be so; there may be many causes leading to accidents.

The witnesses withdrew.

Mr. M. SMITH, Mr. F. FOX, and Mr. R. ROBERTS called and examined.

Mr. *Dale* to Mr. *Smith.*

21,242. You have heard the evidence given by Mr. Knight, and you therefore know how very fully he has covered the ground of the constitution and operations of the Association of which you are also representatives, so that we must ask you not to enter upon the points which he has already fully dealt with, but merely to speak to any points special to your own localities. You, Mr. Smith, represent the Society of Birkenhead?—Yes, and Liverpool—the River Mersey.

21,243. Are there any local points you wish to bring under our consideration?—I may say that after the very exhaustive evidence you have heard from Mr. Knight, and Mr. O'Neill, and Mr. Rothwell any district is apparently ruled by piece-work and day-work. Mine is almost in a similar condition.

21,244. Similar to what?—To the north-east coast. We follow them in regard to piece-work and we are about on a par with respect to time wages. I may say, though I did not see this memorandum of Mr. Knight's before this morning, that I quite agree with what he says with reference to the disputes and modes of settling them, and other matters that are generally left with us, as a whole. I may say that I have been in the district as representative for about 18 years, and the mode that has been laid down by Mr. Knight has been followed by us with our employers. There is just one little point that I will touch upon for a very short time, and that is, first, with reference to the apprentices question. We have not as much difficulty as some districts may have in this matter. In some cases the employer employs one apprentice to five journeymen, or in some cases the employer prefers one to four, leaving out the holder-up, and as the holders-up form about 20 per cent. of the whole, it makes it about equivalent to one to five. I have a code signed by Laird Brothers (*handing in the same*), in which one to four is the number, leaving out the holders-up, and I believe that the system may become general throughout. The other firms, as a rule, upon the river are guided principally on the one to five principle, without any line of demarcation. I quite agree with the remark that fell from my colleagues with reference to the mode of binding apprentices. We are a little more strict than, perhaps, Mr. Knight might lead you to suppose, as far as apprentices are concerned. Boys are taken into the office and their names are signed at the age of 16 or a little before, and a note is sent, in many instances, back to their parents with the number of years—according to the sliding scale, five—and the wages for that time, and the note is returned with the parent's signature. When that boy is out of his time, by applying to the head cashier or foreman in charge he can have a note of his time when he has satisfactorily served his apprenticeship endorsed by his employers. With reference to the labour question, that is, with reference

Mr. *Dale*—continued.

to the labourers that work with platers, we have had no difficulty in that matter in my district. The platers work on piece-work and there is a very good feeling between the labour portion of the workers and the platers. Their rates run from 9*s.* to 10*s.* and 11*s.* a week on the top of the ordinary time rates with frame-benders and platers.

21,245. I understand from that that the helper participates in piece-work rates?—It is 9*s.*, 10*s.*, and 11*s.* on the top of the time-work rate, and that is for working piece-work.

21,246. Therefore, the helper shares in piece-work rates?—He has so much per week. It is not a share of the contract. The plater agrees to give them so much per day, that is our system.

21,247. Is it so much per cent. above the day rate?—9*s.* or 10*s.* per week above the day wages.

21,248. I do not understand quite. Do you mean sometimes the plater is not working on piece-work?—Sometimes they work day-work.

21,249. Under what circumstances does the helper get 9*s.* or 10*s.* a week and the stipulated day rate?—There are fixed rates for each class of men. The inside-platers, and the shell-platers, and the angle-smiths get so much. In the case of the inside-plater it would be 9*s.* per week, and the outside-plater would get 10*s.*, and the angle-smiths and men on the board, that is, the frames, would get, perhaps, 11*s.* a week extra time wages.

21,250. Under what circumstances would he get 11*s.* extra?—Under day-work.

21,251. But you say the plater is always working day-work?—It is by the day that they are paid. In place of receiving 3*s.* 6*d.* per day from the firm, they receive, say, 5*s.* 6*d.* a day, working with the men.

21,252. I think I understand you—the helper is sometimes working for the firm?—Yes.

21,253. And sometimes for the plater?—Yes.

21,254. And when working for the plater it is piece-work, and he gets in excess of what he would have got if he had been working for the firm, 9*s.* or 10*s.* extra?—Just so.

Mr. *Gerald Balfour.*

21,255. Is that paid by the plater?—By the plater.

Mr. *Dale.*

21,256. In fact, the whole is paid by the plater?—When working the piece-work. The Employers' Liability Act has worked very satisfactorily with us. I have no complaints particularly to make as to that, except that we should like an extension of time, as has been intimated by Mr. Knight. We find in one or two cases that the time is not long enough. I had a case of mine in which a man fell through

Mr. *Dale*—continued.

a defective stage, and was an inmate of the Southern Hospital of Liverpool for seven weeks and three days, and I did not know anything about it, or any of his relatives, and he lost his right to compensation, but the employer himself compensated him to the extent of 20*l.* for a broken leg and the loss of an eye. He has since received his compensation from the Society, but he has been incapacitated from ever following his trade any more. On the question of the rise and fall of wages and the sliding scale, on a day's working rates, it is about 20 per cent. between the lowest and the highest. Mutually during the last 18 years we have only had one dispute for wages, which took place in 1888, and that was through a misadventure more than anything, I think. We have had two small disputes, one in 1885 and the other in 1887, where a Scotch manager came up to manage for James Jack and Company, and wanted to introduce some Scotch piece-work into the district, whereas the other employers were paying other rates, and the men resented it, so that a dispute took place, but of a short duration. It was scarcely worth speaking about. On the whole our relations are extremely friendly with the employers, and we have no friction whatever, and we seem to work very amicably and agreeably.

21,257. Have you had any suspension of work in consequence of disputes between one branch of the trade and another?—No. We seem to agree pretty well in our neighbourhood in that respect.

21,258. Is there anything else you wish to add?—I have nothing else particularly. You have gone pretty well through everything that was prepared, and I really may say that we have nothing to complain of particularly, except that there might be some little improvement in the Employers' Liability Act, if it could possibly be done. In respect of the eight hours' day, we are in favour of an eight hours' day on the same lines as we are enjoying the nine hours, but we do not believe in Parliamentary interference in legislating for a legal eight hours' day. We prefer to leave the matter in the hands of the employers and ourselves with our present good relations, and as 90 per cent. of us work piece-work, it is only a question of time to have the shorter hours.

(To Mr. *Fox.*)

21,259. You represent the Association in the Cardiff district?—Yes.

21,260. You are the district agent there, are you not?—Yes.

21,261. Are there any labour questions affecting your industry in that particular district that you wish specially to speak on?—Yes, the district that I represent differs somewhat directly from the others, and there are certain matters which it has called upon me to mention. As to the South Wales district unfortunately it is not so well organised as these districts from which you have already received evidence, and consequently we have been more subject and more

Mr. *Dale*—continued.

liable to little bits of disputes than the north-east coast or Birkenhead has been. Besides that we have some non-society men in our district, and I wish to point out to this Commission the relative rates of wages paid to society as against non-society men. This particularly bears on what I will have to refer to later on as to strikes. I may say that the time-wages for our men, that is society men, in South Wales averages about 7*s.* a day for angle-smiths and platers, and for non-society men the wages are 3*s.* 2*d.* a day, and for rivetters and caulkers the time-wages for society men average about 6*s.* 4*d.* per day, and for non-society men they average from 2*s.* 9*d.* to 3*s.* 2*d.* per day. As to holders-up the society men would average 5*s.* per day, and the non society men about 2*s.* 5*d.* per day. I may say that with the exception of the ironworks and coalowners, that in the whole district piece-work is the dominant system in South Wales as it is in the other parts of the country, in the shipbuilding and boiler-making industry. Now I wish to refer to another matter.

21,262. Before you pass from those statistics you have just given us, will you tell us, are those society and non-society men working side by side in the same establishment?—No, we do not allow it.

21,263. Then there are certain society works are there in which non-society men alone are employed?—There are certain shops and they are in the hands of non-society men, or have been until recently, when the work of organisation has been carried out as far as possible, and in those shops the highest rates of wages paid to mechanics of any class is 3*s.* 2*d.* a day.

21,264. Are these men boiler-makers?—Boiler-makers, engineers, pattern-makers, iron-founders, &c.

21,265. You say that there is as wide a difference as you have described between the wages paid to society men and the wages paid to non-society men?—I do.

21,266. They are about double, and in some cases more than double?—Yes, considerably more than double in some cases.

21,267. For the same kind of work?—For the same kind of work.

21,268. And the same degree of skill?—Yes. Boiler-makers in Dowlais are working at the highest rate—the maximum rate of 17*s.* per week, while in Cardiff, within 24 miles radius we are getting 7*s.* per day or 42*s.* per week, and that is considerably more than 100 per cent. of difference.

Mr. *Abraham.*

21,269. Would they be working day-work or piece-work at Dowlais?—Day-work. The time-rates at Cardiff are 7*s.* per day, against 2*s.* 9*d.* per day at Dowlais, yet the boiler-makers at the latter place have to put in a greater quantity of rivets per day than at the former. In some of the adjoining works the non-union men receive 3*s.* 2*d.* per day.

Mr. *Abraham*—continued.

21,270. What inference do you desire to draw from this?—That through combination and organisation of the workers only can we hope to get our rate of wages up to a respectable standard. We find that where there is no combination amongst the workers, they are unable to get from the employers anything like an adequate remuneration for their labour. That is the true reason that I mention it now. Of course, we are advocates of trades unionism, and I think those are very forcible reasons why the men should be combined. I consider that the system of overtime is much too general and systematic, and that it ought to be discouraged. It is well known that it has an evil influence upon the workers, and brings about both mental and physical deterioration and decay, and induces intemperate habits, and we think it ought to be discouraged. With regard to Sunday labour which is mentioned in the schedule, I consider that it should be abolished altogether. It is both demoralising and degrading, and I do not think there is one justifiable reason for its continuance. There are many cases in which it is becoming very frequent. It is rather an anomalous state of the law that a barber shall be fined for shaving a man on Sunday, and yet that man can go and paint a ship or a tube-boiler with impunity. The safety of the work is a matter of very great importance to the members of our Society. We are very liable to accidents in shipbuilding and boiler-making, and every possible precaution should be adopted to prevent them. If legislation were promoted with a view of doing anything for the workers, in should be done in the direction of securing for them safety in their employment. I think personally, although I may differ, perhaps, from some of my colleagues on the question, that there should be regular and frequent inspection of all spars and planks used in the construction of staging, and also an examination of the ropes and chains upon which staging is suspended; this particularly refers to repairing where all the staging is slung by chains and ropes. Of course, we have had experience of these things, both with regard to knarled, knotty wood and cracked chains and rotten ropes that have been used in the suspension of staging, and the consequence has been that we suffer accidents, but we do not get satisfactory settlements of our claims for compensation. No doubt by-and-by we will be able to get a better condition of things with the employers, as they become more accustomed to the manner in which we do business in other places. However, we think that these things should be looked after, and, besides, there is another subject that I shall mention, that is, the subject of artificial lights used in ship and boiler-repairing. Those lights are known as duck lamps, and very often there are no screw covers on the top, and a breeze of wind, by directing the flame, can cause the liquid inside the lamp to explode, when, if they are provided with a properly adjusted screw cover on the top with a little ventilation, that would be security to the men from danger. They have to risk all this in order to secure the means of subsistence. We consider that the sanitary conditions under which many of our men labour is anything but what it should be. It is notorious that the sanitary conditions under which many of our people work are very bad, and we consider that this being so, there should be urinals and water-closets, &c. provided for the workmen, and that a little more decency and morality should be encouraged than is at present done. In some cases when you go round a shipyard it is really a disgrace to see the way in which the men are situated in that respect. We also consider that there should be shelters or places where the men could go and have their food, instead of sitting under a vessel on a winter's day with a biting keen wind blowing, and both coal and muck getting into their can of tea, or on to their food that they have to eat. We consider that there ought to be some arrangement made whereby the workmen could have shelters. There is another source of great danger to our workmen, and that is with regard to oil tank steamers. In the case of the "Tankerville" there were five persons lost their lives, and three of the five were members of our Society, and it seems that no local authority is vested with sufficient power to make or cause to be made examinations of these vessels coming into port, and the workmen are called upon to enter into these tanks, which are really death-traps, and they not being, of course, well up in the nature of those explosives, will sometimes risk their lives, whereas, if they were better acquainted with the danger that they had to undergo, they would hesitate before doing so, even although they got better wages for doing it. We consider, in our district at all events, that some local authority should be vested with power to adopt precautions in the case of those oil tank steamers. We consider also, in consequence of three boiler explosions that took place recently in South Wales, that these boilers should be inspected, and that it should be rendered compulsory by statute that the users should be compelled to have their boilers regularly inspected; but this is not done. It lies in the option of the user of the boiler to say whether he will have his boilers inspected, and it is only done in cases where they are insured, and the insurance people will see that the boilers are so inspected in case accidents occur, and they have to pay the insurance money. I consider, besides, that certificated boiler-makers are the proper men to be appointed as boiler inspectors—men trained to the trade. This, unfortunately, is not done, neither by the insurance people, nor under the Board of Trade. Although we have had many grievances with our employers, we have other grievances as well which can only be remedied by legislative interference, and those matters to which I have referred are some of them. With regard to the sub-division of labour——

21,271. You must not refer to that, although there are questions of ours under that heading. We sent out a circular afterwards, indicating to

Mr. *Abraham*—continued.

intending witnesses that they were not to regard that as a guide in the evidence that they were to give. The printed list of questions was intended to be answered in writing?—I was not aware of that.

21,272. Have you any special cases that have not been mentioned?—Yes. I have to refer to this dispute that we have at present in South Wales. We have at the present time a dispute at Ebbw Vale, and we have gone in for an advance in wages. As I have already told you, the employers have been paying these men, who, until recently, were non-union men, but who now have joined our Society, 2*s.* 9*d.* to 3*s.* 2*d.* a day at Ebbw Vale, and we have gone in for an advance of wages, and for the abolition of the sliding scale. That scale applies to iron and steel workers particularly, but our men are under its operation as well. We have been now for 18 weeks out on strike, and as yet, so far as I know, there is no sign of a settlement. This is not our fault, because we have requested the associated employers who are iron and coal owners to come to a conference, and we have invited them, but they have declined. They hold that we are subject to the sliding scale, and that they have no power to alter the wages for us, notwithstanding that our people are working for 100 per cent. less than the rate paid in the district for the same class of men. The amount of money that we have paid during those 18 weeks of strike is 449*l.* 12*s.*, and if those men had been at work during those 18 weeks they would only have received from the Ebbw Vale Co. 419*l.* 8*s.*, so that there is a net balance in their favour by being on strike of 30*l.* 4*s.* We have heard from our representatives here of the very amicable and harmonious way in which these disputes or questions as to the advances or reductions of wages are regulated in other districts, and there is no doubt if these employers would meet us in the same spirit in South Wales, we should be able to do what they are doing on the north-east coast of England; but unfortunately they are not so disposed. They rather treat the society with contempt, and they ignore it, and wish to break up the organisation that we have established in their midst. This applies only to the iron works, and that I wish specially to mention. Our ship repairers and shipbuilders along the coast are not included in this category at all. I think that where disputes of this kind occur, and where it is impossible to bring the parties to the dispute together, and the trade of the locality is brought to a standstill, some central authority ought to be provided which would have power to bring them together, and then providing they could not compromise the matters in dispute, I would suggest that there should be some central board of arbitration to settle the matter, and take it out of the parties' hands altogether. The community at large is interested in the steady progress of trade, and I think that they might reasonably claim some voice in securing its continuity, but this cannot be done if both

Mr. *Abraham*—continued.

parties to a dispute stand upon their dignity, the employers on the one side, and the workmen on the other. No amount of persuasion will get them together, and a settlement cannot be effected without that, and such is the position we find ourselves in at the present time. If you do not intend to ask me any question upon that at present, I wish to refer to another matter that has not been dealt with here to-day, that is with regard to the Government as employers of labour. We have a Government dockyard at Pembroke, and there is a large amount of shipbuilding done there. Now we find that the cost of shipbuilding in the Government dockyards is considerably in excess of work done by private firms, and yet we are in a position to show that the workmen do not profit by the extra expenditure on the ship. The fact is that the workmen are paid considerably less in the Government dockyards than by private firms. I find that men who are skilled labourers are employed to do mechanics' work, and there is not one qualified rivetter working in the Government dockyard named. They are labourers that are taken on, and they are given a rivetter's hammer into their hands to proceed with their work, but those who know anything about the work would see that these men are thoroughly incompetent. I can hardly understand how it is that the work passes Government inspection. None of those men that I have seen inside the Government yards—and I have gone inside for the purpose—would be allowed to perform rivetting in any shipyard on the Clyde or Tyne. Those who are acquainted with the trade know that when a hot rivet is put in it cools down and contracts, and it requires to be gone over with a finishing process before it is left, but that is not done. We think that the Government should set a good example, and put men who have learned their trade to do the work, and that they should pay the same rate of wages as other employers do throughout the country. This is the money of the community, and we think that it should be expended in as frugal and as economical a manner as it is done in private firms, but this is not done. Skilled labourers receive from 20*s.* to 23*s.* a week, whereas rivetters would be receiving on the Clyde, 34*s.* 6*d.* or 33*s.* 6*d.*; but they are paid 20*s.* or 23*s.* as against 33*s.* 6*d.* or 34*s.* 6*d.* There is such a difference that it is evident those men cannot be the thorough workmen that our rivetters are in private firms, for, if so, they would never condescend to work for labourers' wages. We find as well in the Government dockyards that the shipwrights make the templates and mark the plates, and then again it is labourers that are called in to do the punching, rolling, and setting off the plates. In other yards they are supposed to be the best men who are sent to set them and twist them in the rolls, and I am sure with our shipbuilders that it requires a great amount of knowledge and art to set and twist a plate to its true position. There is little doubt many

Mr. *Abraham*—continued.

plates are spoilt in consequence of incompetent men being set to work upon them. Besides, as I have already mentioned, the cost of the work considerably exceeds that which it might cost upon the Tyne or the Mersey. I inquired how much work could be done by a couple of these men who were employed as platers in this Government dockyard, and I was informed that they could upon straightforward work put in about eight plates a week, but two of them could not average more than four plates a week, taking the vessel through. This would not represent two days' work for a plater on piece-work at any shipyard on the Clyde or Tyne, so that these men, although they receive a less wage, yet by taking an extra period of time to execute the work, prove beyond doubt that it costs considerably more than if it were done in Laird's at Birkenhead, or Palmer's at Jarrow, or some of the Clyde shipbuilding yards.

Mr. *Dale*.

21,273. In fact, they get too much in relation to the work done by them?—Yes.

21,274. Is that your view?—Yes. My first desire is to impress upon this Commission that the workmen are incompetent men that are engaged upon the Government work in the dockyards, and next that of course the work costs more than it does in the private yards, but notwithstanding that, the men do not receive the benefit of it—it goes somewhere else. Seeing that the apprentice question has been already dealt with by my colleagues, I do not know that it is necessary for me to go into it, although I hold views a little bit different from my other friends. I consider that it should be compulsory upon every man following any of the skilled arts or trades to serve a legal apprenticeship of not less than five years, and I consider that that should be legalised by statute. If that was so we should be able to keep up the standard of proficiency of British mechanics, and if we intend to hold our place in the race of national prosperity or competition, I think it is necessary that the status of the British mechanic should be maintained, and this cannot be done by picking up a trade instead of learning it. At the present time we have not the safeguards that are necessary in that respect. Boys may come in at the age of 17 or 18 years, and then after serving a couple of years, both to the disadvantage of the employers and the Society that we are representing, they go out as improvers to other places, and get an increased rate of wage. This is damaging to the employer, because it is in the last years of the apprentice's time that he becomes of value, and there is a certain percentage—as much as 20 or 25 per cent., or as little as 15 per cent., which the master hopes to get the advantage of in his wage as compared with what is paid to a journeyman. I consider, then, that in the interest of all parties it should be made compulsory upon those boys to serve a legal apprenticeship, and that no persons should be allowed to follow a skilled

Mr. *Dale*—continued.

trade, except they have done so. I think by this means we should be able to hold our places against all comers. I may say, speaking generally, that our relations with our employers in the shipbuilding and repairing trade in South Wales stands almost upon a par with those in other places.

21,275. Those apprentices who, after being apprentices for a couple of years pass away and find employment as improvers, do they then get journeyman's wages?—No.

21,276. How does the employer suffer; it is not by paying him journeyman's wages, because he does not?—The employer whom he leaves is the one who suffers; it is the one with whom he has served his two or three years, and who has not been able to exact much work from him for the wages that he has paid him as a learner. Supposing a boy is any good, the employer should be receiving an advantage of 15 or 20 per cent. on his earnings after the first two years of his service, but the boy goes away and he is unable to do that.

21,277. But cannot the boy become an improver with the employer with whom he is serving his apprenticeship?—No, because the employer would take good care that he had the advantage in the percentage in the reduction of wages. There is no such thing as an improver being recognised in the yard where he has been serving a portion of his time.

21,278. Would not he as improver be learning his trade equally well? In performing the duties of an improver would not he be, in fact, extending his own knowledge and skill?—Yes; but he would be a pirate in the trade, and I hold that a man who has undergone a legal apprenticeship acquires a right in the trade equal to the right of a man who invests money in any other undertaking. He works for five years at a less rate of wage, and perhaps during this time the improver has been receiving his 15*s.* or 16*s.* a week for doing the ordinary labour or helping work about the shop, whereas the other boy has been working for 7*s.* or 8*s.* Then, as soon as some favourable opportunity has presented itself, the boy is put on through the favouritism of some foreman, and he gets hold of the trade or a smattering of the trade, and then he goes away directly and offers to serve as an improver, so that the employer suffers, and the boy has the advantage of earning the larger wages, that is 15*s.* or 16*s.* a week for the first couple of years, instead of working for 6*s.* or 7*s.* a week, as he would do if he were a legally bound apprentice.

21,279. You mean, the employer with whom he has been serving suffers, but the employing interest does not necessarily suffer?—He will suffer in this respect, that he has taught him his trade up to such a point that the boy is of value to him, but he leaves him then.

21,280. You think that at 24 or 25 he would not be as skilled an artizan if he becomes an improver directly after his two years are out, as he would be if he continued a year or two longer?—Yes, that is so.

Mr. *Dale*—continued.

21,281. Is the strike confined to Ebbw Vale?—Yes.

21,282. What are the class who are out on strike? Are they boiler-makers and rivetters, and so on, or what?—They are boiler-makers, namely, angle-iron smiths, platers, rivetters, caulkers and holders-up. It takes the five branches to complete the trade.

21,283. Are they members of your Association at present?—Yes.

21,284. Are they claiming an advance or resisting a reduction?—Claiming an advance.

21,285. They wish to have a special advance and not to rely on the sliding scale?—This is the only part of the country where the boiler-makers are subject to a sliding scale. Our wages are regulated by the customs of the trade and the boiler-making and shipbuilding department of it.

21,286. Is this strike at Ebbw Vale under the protection of your central association?—Yes.

21,287. That is, they are being supported from your general association, and not from your local association only?—From our general fund. Of course, the funds of the Society are all considered to be general; it is held, in fact, by the general trustees of the Society.

21,288. It is a strike, in fact, with the sanction of the council?—Yes, and we have to receive the sanction of the council before we can give notice to strike. I tendered the fortnight's notice on behalf of the workmen to the manager, and he would not accept it, as he said I had no right to interfere between him and the workmen. He said that if they left work he should institute legal proceedings against them for breach of contract, but I told him there was no necessity for that, and that each workman would tender a legal month's notice. This was done with the approval of our executive council, and since that time the men have been out on strike, and there is no prospect of a settlement before the sliding scale notice has terminated—that means the 1st of next September. I may say that a majority of the mechanics at the Blaenavon, Ebbw Vale, Tredegar and Dowlais Works have decided to send in their notices against the continuance of the sliding scale, but we do not wish to interfere with it as applied to the iron-workers. We have nothing to say against the principle of sliding scales, but if there are to be sliding scales for our trade we desire that there shall be a minimum wage ensured to the worker, sufficient to keep himself and his family at the worst times in respectability, and that 18*s.* a week will not do.

21,289. I understood you to say it was at Ebbw Vale only that the mechanics were under the sliding scale?—No.

21,290. But it is at Ebbw Vale that a claim is being made for an advance?—Yes; but if we succeed at Ebbw Vale we intend that the same advance shall apply to the whole of the works where our members are employed. This is a test case, and we find it much easier to support the men of one works than those of half-a-dozen.

Mr. *Dale*—continued.

21,291. I think you have said that there had been some attempt to avert the strike, or to bring it to a close after it had begun, by some conciliatory overtures or proposals?—I have been in confidence with the manager of the Ebbw Vale Iron Works on four different occasions, but he told me he could do nothing without the approval of the Association of Iron and Coal Owners, and I wrote to the secretary of their Association, but he declined to meet me or to meet a deputation from the executive council from Newcastle.

Mr. *Gerald Balfour.*

21,292. You say that the society men receive about double the amount that non-society men receive in your district. Are the non-society men equally skilled workmen?—I have not sufficient experience of them since I have been among them to definitely say that they are, but from the accounts that I receive of the quantity of work that is done, if they put in 200 or 210 hammered rivets per day upon a boiler, that is to carry a pressure of from 80 to 100 lbs. to the square inch, I should take it that they are competent men.

21,293. How many non-society men are there as compared with the society men?—At the present time we have not many of the non-union men, because the work of organisation is getting towards completion, but till four months ago the whole of the men employed at those works I have already named, amounting to about 200, were all non-union men. Since then, however, they have found the Society was prepared to take them in and use its best endeavours to secure an advance of wages, and they have joined the Society.

21,294. And they have, since they joined the Society, succeeded in getting better wages?—That is their object.

21,295. Have they succeeded in doing so?—No. We are now fighting that battle.

21,296. Then the strike of which you spoke has for its object to raise the wages of those men who, till lately, were not getting the rate at present obtained by the society men. Is that so?—Yes, but we do not aim at getting the full rates paid in other parts of the district, because we recognise that there are some privileges that they have in this part of the district that we do not possess down in the seaports. For instance, coal is cheaper and house-rent is cheaper than at Cardiff, Newport, or Swansea; but while we have 7*s.* a day at those towns, we are only asking 5*s.* a day at the iron-works; so that, even if we get 5*s.* for the boiler-makers on strike, they would then be receiving from 15 to 20 per cent. less than the same class of men in the seaport towns near our district.

21,297. Then in speaking of the wages of the non-society men, you left out of consideration certain advantages which the non-society men have hitherto possessed?—No, I did not. If I were to take the average of the works that I

Mr. *Gerald Balfour*—continued.

have named, I should find that about 15*s.* a week would give the average of their earnings. It would take about 5*s.* to pay for house, coal, water, and what is known as a public bakery there, particularly in the place where they are on strike, and there is so much deducted, so that they would not have more than 9*s.* 6*d.* or 10*s.* to live upon. I do not think that, keeping that in view, as compared with the wages we receive down at Cardiff, that we have overlooked the fact that they are still entitled to an increase of wages.

21,298. I merely spoke of the calculation you have made, because I think you will admit that, if workmen of an equal degree of skill have been receiving in one case double the amount of wages received in another, the fact is remarkable?—The cause is evident. These men have had no means of assisting themselves or remedying the grievances under which they were labouring; they had no society before.

21,299. How long has your Society existed?—About 57 years.

21,300. Those workmen that you spoke of as receiving the double wages have been society men, I suppose, from their apprenticeship onwards?—Yes, from 18 or 20 years of age, at all events.

21,301. Are the non-society men confined to one locality?—Yes. We do not allow the non-society men to come amongst us.

21,302. Are they confined to one locality—I do not speak of one yard?—Yes.

21,303. The society men are mostly at Cardiff or other seaport towns?—No, that does not follow. We have a very large majority of the men, as has been already stated by our general secretary. We have 95 per cent. in the inland shops as well as on the seaboard, and in this particular instance the wages were so very low that they were not in a position to contribute the higher rate of contribution asked by our Society, and hence the reason for their being non-society men. It has been more their misfortune than their fault in this case that they are not society men. They could not contribute 1*s.* 3*d.* a week out of their earnings of from 2*s.* 4½*d.* and 3*s.* 2*d.* a day.

21,304. You mean they have long been desirous of joining the Union, but have been prevented from doing so by not being able to afford the subscription?—That is their statement to me. In fact, they have to work overtime, and every Sunday that they can get an opportunity, in order to make sufficient money to keep them in anything like semi-decency.

21,305. Does the whole of the difference between the wages which they receive and the wages which the society men receive go into the pockets of the employers?—I do not follow you.

21,306. You have here two sets of men equally skilled and doing an equal amount of work, and one set receives double the amount of wages of the other. Does the difference represent extra profit to the employers of the non-society men?—I should think it would. They receive the same money that our employers do for the repairs of colliery boilers, &c., for pit-frames, or anything of that kind in their immediate neighbourhood, and yet they do not pay men one-half the wages that our employers have to pay, consequently those that are engaging non-union men must reap a considerable profit in excess of that which the employers employing union men would.

21,307. Do they attempt to undersell the other employers?—They would not make their business known to me that far. Possibly they do not put in such high estimates. They can afford to do with less profits than the employer paying higher wages. There has also been a custom of letting out the work on sub-contract. This is particularly the case at Dowlais, and this sub-contractor wants to get as much work as possible out of the men and pay them the smallest amount possible in return as wages for the labour done. This is really the sweating system in its most aggravated form. We do not allow contracting at all in our Society, and we believe in working direct for the employer, either at so much per day when working day-time, or in doing piece-work, if putting in rivets, so much per 100 for doing so, the prices for piece-work being mutually arranged.

21,308. Can you tell me how it is, if there has been this extraordinary difference in the rates of wages, that the non-society men have not long ago struck for higher wages?—How could they support themselves if they did strike? If they came out on strike they could not live a fortnight without applying for relief from one source or another, or going round, perhaps, among their fellow workmen begging for support. The men could not save sufficient money out of 16*s.*, or 17*s.*, or 19*s.* a week to keep them on strike for four months, and we are likely to be on strike for eight months. The last thing the employers will do will be to increase the wages if they think they can break down the organisation we have established in their midst.

21,309. Then you persist in the view that these men who receive only half as much in wages are equally skilled mechanics with those who receive the full society wages?—I take that to be so from the quantity of work that they do at the yard, although there may be exceptions. But no mechanic should be paid less than 5*s.* per day.

21,310. Why have they not sought employment in other works which pay the full society wages?—In consequence of being non-union men they would not be allowed to start there. We do not say we will prevent them from working there, but we decline to continue in the employment provided non-society men come in.

21,311. Provided any of those men had come to the workshops and said, "We are ready to "join the Society if we are admitted to work "with you," I presume that the Society would not have prevented them?—That would be no benefit to them or to the Society. The Society

Mr. *Gerald Balfour*—continued.

would rather make their places worth living in, and bring about uniformity in the rate of wages throughout the whole country, if possible, or as near as possible under the different circumstances of the different localities. Of course, we cannot have anything like a general uniformity for the reasons I have explained, because the cost of living, for instance, in some places is considerably higher than that of others. I think, therefore, that if those men came and made application to us to join the Society we should immediately have told them, "No, you had better go back "and see your friends, and if you all make up "your minds to join we will do all we can to "improve your position and make the place "worth remaining in."

21,312. Has this difference of wages existed for a very long time?—Longer than I can speak to. I have only been 3½ years acting as delegate there. I do not belong to the place myself.

21,313. While, on the one hand, the Society will not admit these men to work alongside their own members, on the other hand they have not, until quite lately—until this year—taken any steps to raise their condition?—Yes, they have.

21,314. What have they done?—Some years ago, one of these principal works was organised. The men joined the Society, and a branch was opened there. As soon as it came to the hearing of the employers or their officials they immediately demanded that the men should hand over their cards of membership or not be allowed to resume work at the place again. I suppose that these men were easily influenced, and they had not sufficient confidence in the Society which it seems they now have. At all events they gave up their cards of membership, and the branch was broken up. Now we have made another effort, which is likely to be a successful one, to raise the wages to a reasonable standard.

21,315. I should like to ask you one or two questions with regard to the Government dockyard. You say shipbuilding costs more in the Government dockyards than it does in the private dockyards?—Yes.

21,316. But that the workmen do not receive the benefit of that greater cost?—That is my statement.

21,317. You do not complain, I presume, of the rate of wages which the Government pays to these workmen?—I complain of the rate of wages that they pay for a class of work that should be done by mechanics; I complain, in the first instance, that they do not employ the proper men to do the work.

21,318. Let us be clear as to what your complaint is. These workmen being what they are you would not expect that the Government should pay them more than they actually do pay them?—These men are dearer men at 20*s.* than practical rivetters or practical shipbuilders would be at 34*s.*

21,319. Therefore your complaint is not that the Government underpays these men, but that it would be better in their own interests that they should employ skilled labourers, and should pay those skilled labourers more?—Even referring to those that are skilled I find that they are not paying them up to the standard. Shipwrights are skilled men although they are following a branch of trade which we claim as ours. These shipwrights are only receiving from 30*s.* to 34*s.* per week, and whilst our platers, for doing the same class of work, would be paid from 38*s.* to 40*s.* if they were working on time. They would be paid an average of 38*s.*, I should think, at all events.

21,320. In that case the workmen employed by the Government are skilled workmen?—The shipwright who makes the template and marks the plate is a skilled mechanic. But yet he does not complete the mechanical portion of the work. All the other work in connection with the manipulation of that marked plate is done by labourers—what the Government officials are pleased to term, skilled labourers—who punch, shear, and roll it ready for going into its position on the ship.

21,321. But the shipwrights employed by the Government are skilled workmen?—I consider that they are skilled workmen.

21,322. Receiving, however, a lower rate of wages?—Lesser wages.

21,323. Less wages than they are paid in private dockyards?—Yes.

21,324. Do these Government employees belong to the Society?—No; there are not any of our members employed there. Our members would not go and work there in consequence of having to meet a lot of these incompetent pirates in the trade, such as the men that do this rivetting to which I referred.

21,325. Do not the workmen employed by the Government not enjoy some special advantages in the way of pensions and otherwise?—Some do, but not this class of men who are called "skilled labourers." They do not come upon the pension list. Shipwrights do come upon the pension list, but none of the men who do the rivetting, or who do the punching or rolling of the plates.

21,326. Then I do not understand you to say that these men who do the rivetting are underpaid? The shipwrights, you say, are underpaid, or at all events they receive less wages than the shipwrights who work in private firms, but you do not make the same assertion with regard to the labourers employed in the rivetting?—It is not my object exactly to say that these other men are underpaid, because I complain of their doing the work at all. That is my objection.

21,327. I wish to be clear as to the exact nature of your complaint. I understand your complaint to be, not that these men receive less wages than they are entitled to, but that it is not in the interests of the Government, and it is not in the interests of the trade generally that these men, who are described as skilled labourers, should be employed in rivetting work?—That is so.

21,328. Is it your view that the work done by the Government is indifferent work?—Yes, I

Mr. *Gerald Balfour*—continued.

consider so from what I have seen myself. Certainly, if I were referred to, I should condemn the rivetting I saw when I was in Pembroke Dockyard.

Mr. *Abraham.*

21,329. Not being wishful to belabour this question unduly, I should ask you if you seriously wish to inform this Commission that the work done by rivetters and platers in the Government yard at Pembroke Dock is done by incompetent men?—I make that statement.

21,330. And that ultimately that work, done by incompetent men, costs more than if the work were done in any other yard. That is your statement?—That is my statement.

21,331. Whose duty is it to see this work should be done in a competent and efficient manner?—The officials that are appointed, I suppose, by the Government in the dockyard; it is their duty to see the work is done properly. We know that the Government inspectors in private yards are very particular with the work, and if the Government inspectors that are going to Palmer's Yard were to go down to Pembroke, I am sure they would find no comparison in the work done there.

21,332. You have made a very strong statement, and it is of the greatest possible importance?—And I wish it to be kept in view too.

21,333. You say that the rivetting you saw being done at Pembroke Dock you should certainly condemn. Now, have you any means of knowing whether that work has been passed as work efficiently done?—I have not any means of knowing that.

21,334. Was it in such an order and in such a state that it could not be improved upon afterwards?—I think it most unlikely that the improvement that would be necessary to make it sound and efficient work would be done.

21,335. From the state it was in, you mean?—From the fact that the men who were doing the work passed on from it as though they had expended the necessary amount of labour upon it. Experienced and qualified rivetters would not think of passing away from the rivets and leaving them in the unfinished state that I witnessed. I asked an official whether the men hammered the rivets a second time after cooling—or what we term the "finishing-off" process—and he replied, "No, it was not necessary."

21,336. In your opinion it would be highly necessary?—Yes, most decidedly, but he did not know who I was at the time.

21,337. It does not matter whether he knew who you were or not; we want your opinion as to the real state of things there?—In my opinion the work was not passable.

21,338. How long is it since you have started this branch at Ebbw Vale?—Since we started the strike?

21,339. How long is it since you have formed a branch of your Society at Ebbw Vale?—There has been a branch of our Society at Ebbw Vale for a number of years—I should think that about 16 years there has been a branch of our society at Ebbw Vale; but the members of that branch, with the exception of two, were not working in the ironworks where this small rate of wages was being paid.

Mr. *Abraham*—continued.

21,340. Since when have you formed this branch into which the members of your Society have been taken that were working in the ironworks, and having their wages regulated by a sliding scale?—They joined our Society last November—those men who are now on strike.

21,341. When they joined the Society last November it was known to you that they were working under contract by their employer where their wages were regulated by a sliding-scale?—It was not so known, and it was not until the second time that I interviewed Mr. Holland, the manager, that I was aware of the existence of the sliding scale, when he placed a copy in my hand.

21,342. Did you, as a representative of the Society, make no investigation as to what was the real condition of these men before they entered your Society?—Yes, certainly I did. These men themselves had never seen a copy of the sliding-scale, nor the rules of this association that they were supposed to be members of. They knew there was a certain deduction made in the office, and they knew little more. When I asked them afterwards why they did not inform me that they belonged to the sliding-scale, they said they had never authorised any person whatever to place them under its operation.

21,343. Are some of these men operatives who were engaged at collieries as well as at ironworks and other kinds of mills?—Occasionally they used to descend the collieries to repair the boilers; but allow me to remark that they did not get the benefit of the increase that they should have under the colliers' sliding-scale, as is sometimes done where the coal-owners keep permanent boiler-makers to repair their own boilers.

21,344. When you referred to a sliding-scale, which of the sliding-scales in existence in South Wales and Monmouthshire did you refer to—the one regulating the colliers' wages, or the one regulating the iron and steel workers' wages?—I referred to the one regulating the iron and steel workers' wages.

21,345. How many men have you on strike?—Twenty-six.

21,346. At Ebbw Vale alone?—At Ebbw Vale alone.

21,347. I suppose work is going on at Ebbw Vale now as if there were no strike there at all?—It is not going on.

21,348. Is it at a standstill?—All the principal work is at a standstill, but men who acted as foremen during the time the boiler-makers proper were in the works, have continued on in the employ, and are doing all the work they possibly can to assist the company through. The company, besides, have been making every endeavour to get non-society men to do some of

Mr. *Abraham*—continued.

our work, but in the majority of cases they have failed. We know for a fact that the boilers are in such a condition that the firemen are afraid to keep fire in the furnaces.

21,349. Has the Government inspector been informed that these boilers are working in that condition just now?—We have it on the authority, at all events, of those who are in the works that they have sent in word that they will not any longer be responsible, and that they will not keep fire in them.

21,350. Still they are working?—At reduced pressure.

21,351. You are certain now that they are working at reduced pressure?—I am so informed. Of course, I have not gone into the works myself. I am giving it you on the best authority that reaches me.

21,352. You are now fighting the battle at Ebbw Vale with six other companies?—Yes.

21,353. That is inclusive of Ebbw Vale?—Inclusive.

21,354. They are Ebbw Vale, Tredegar, Blaenavon, Rhymney, Dowlais, and Cyfartha?—Yes.

21,355. Can you name any other body of men more powerful than these companies are?—No, I do not know that I could.

21,356. So that you are cognisant of the fact that you are fighting a battle with one of the most powerful combinations in existence?—Yes, I am aware of that.

21,357. And you are still sanguine of success?—Yes, I am confident of success.

21,358. And you will be disappointed if you are not successful?—Rather.

21,359. So you justify the strike because of your confidence of success, of course based upon the rights of the men to an advance of wages?—Yes. For 18 weeks there has not been one non-society man found to go in to take the place of those on strike, and during those 18 weeks all the non-society men who hitherto worked in the other works have become members of the Society, which is a strong reason for my thinking we are sure to win. The works cannot go on without some boiler-makers; there will be a breakdown sooner or later.

21,360. They have been able to work for 18 weeks without boilermakers?—I have already stated there are four foremen in the works; and four men working night and day, and working on Sunday can keep up a lot of work that may be pressing. Of course, if these boilers at Ebbw Vale went under repairs last summer, we will say, they would not require any extensive repairs yet, perhaps; but we generally find that inside 18 months they require some repairs. That has been the custom at Ebbw Vale at all events, because when they have to pump the water out of the river, they find it is very damaging to the boilers.

21,361. Then unless this strike finishes pretty soon we may expect to hear that Ebbw Vale Works have been blown out?—I do not make that assertion.

Mr. *Abraham*—continued.

21,362. It is a fair inference from what you said?—You may draw any inference you like from what I have stated.

21,363. Most of those men that are on strike, I presume, are Ebbw Vale men?—Ebbw Vale and the vicinity or locality.

21,364. Have been brought up in that district?—Yes.

21,365. Trained by merely being employed in the trade without any preparation of apprenticeship. They have not been apprenticed to the trade at all; only the father trains the son as it were?—In the same way as other apprentices are. These boys are brought up in the shop; they learn to heat rivets, then to hold them up, and by degrees they get on to rivetting. They have greater opportunities for progressing from one branch of the trade to another in non-society shops than we would allow in strict society shops. They may not have served a legal apprenticeship such as we would require from boys in boiler-shops and shipyards, but, nevertheless, they have been brought up to the trade from boyhood.

21,366. I suppose you know a number of these men personally?—I know them all for the past four months. I did not know any of these previous to seven months ago.

21,367. Did you know them when they were working previous to this strike?—Yes I had many meetings with them before they joined the Society.

21,368. Did you know them sufficiently well to be able to judge whether they were tradesmen or not?—I had it from these two or three members of the Ebbw Vale branch who were in the works, to whom I referred. We have either two or three of the old members of the Ebbw Vale branch—one who had been in the employ of Ebbw Vale Company for a number of years, and who knew all of these who were brought up in the shop, being an old hand himself, and he spoke as to their efficiency and ability.

21,369. Had you branches at these other places as well?—We have a branch at Dowlais. The Blenavon and Tredegar men belong to the Ebbw Vale branch. The Dowlais men and the Rhymney men belong to the Dowlais branch.

21,370. How far are you from the coast; say either Newport or Cardiff, where there is real shipbuilding work going on?—I should take the mean average as about 24 or 25 miles.

21,371. Have you any means of judging whether any of these men who were employed at Ebbw Vale would be taken in at either of the yards at Cardiff, as competent boiler-makers?—I have every reason to know that they would. I had an offer from Swansea of taking a whole batch of them down there to a large repairing establishment during the time I was on strike, and I declined lest it might be taken as a sign of weakness.

21,372. So that, before allowing these men to come on strike, you satisfied yourself that they were competent men, and worth all the wages that you were asking for them?—Yes, and worthy of the support we were giving them.

Mr. *Dale* (to Mr. *Roberts*).

21,373. You are the district agent of the Society at Belfast?—Yes, Belfast, in the North of Ireland. We have about 1,800 members in our district, and I may say that we work somewhat on the same basis as our friend Mr. O'Neill has stated on the north coast, and also Mr. Smith here in the Mersey district. We are getting on very nicely and very amicably, as far as our members are concerned, with our employers.

21,374. Are most of the men working in your trade members of your Society?—We have no non-society men at Belfast at the present time.

21,375. Is there anything that you specially wish to tell us about Belfast?—I am willing to answer any questions. I have nothing special to lay before you after what has been already stated. Things are getting on very satisfactorily, both to the employers and our members as a whole. I am sure Sir Edward Harland will bear me out in that.

21,376. Your experience is, you tell us, very much the same as that of Mr. Smith, for instance, or Mr. O'Neill?—Our wages basis is the same. There are platers, rivetters, and caulkers, the same as on the Mersey and the north-east coast.

Sir *E. Harland.*

21,377. (To Mr. *Fox.*) You referred to the extremely low wages of the non-union men, as compared with the unionist. I should like to ask you if you can please tell me what the rate of wages is in the country, for country labourers, in the neighbourhood of Cardiff?—I have been informed by the General Secretary of the National Labourers' Union that they were getting 11*s.* or 12*s.*

21,378. Is there any wonder so many non-unionsts exist still in the neighbourhood of Cardiff, in view of the employers in that neighbourhood being able to get so many of what may be termed the local unionist men at wages so much lower than the very high rate which has been introduced into that locality through the instrumentality of your Society?—I think you did not follow me clearly. I did not state that there were any non-society men about Cardiff, Newport, Swansea, Chepstow, near Portskewett. The non-society men are strictly and solely confined to this neighbourhood in which the low wages are paid. We have not one non-society man in the shipbuilding and repairing business proper; not one.

Mr. *Abraham.*

21,379. I suppose they have at Ebbw Vale, and the ironworks generally, very regular work, without any stoppage whatever?—No doubt it is pretty regular.

21,380. Whether the furnaces go or not these men are found something to do. That has been one special feature in the employment of this class of men in Wales, I think?—I suppose that

Mr. *Abraham*—continued.

would be the case, although I cannot speak from long experience.

21,381. But it would be the case with these men that are now on strike, and the similar classes?—No more regular than the ordinary classes of inland shops.

Mr. *Gerald Balfour.*

21,382. Has not the refusal of the society men to admit the non-society men to work side by side, been itself the cause of keeping down the wages of the non-society men?—No, I do not think so. If the employers are now disposed to fight our Society, at a time when our means of supporting the just claims of our people are better than ever they were before, I think it more than likely they would resist with greater confidence any demand made upon them by a mixed class of men who would have no society ties to draw them closely together. It is only by close and intelligent organisation that the workers can maintain a high standard of wages.

21,383. But if a non-society man, being equally skilful with a society man, had come to those works where the society men worked, had demanded employment, and had obtained employment, he would have obtained it at the same rate as was being paid to the society men?—Assuming that to be so, the non-union shop would still continue to pay the low rate of wages. The place of the man who had left would be filled by another handy man and so on *ad infinitum.* We have occasionally taken a special man with good recommendations, and made him in the Society more in the way of an advance agent, who would afterwards use his influence with other non-society men to combine. But we have never found such methods worthy of general adoption; we have generally found that the employer, after he had left, put in a handy man to fill his place, and consequently there was no hope of our either increasing the wages of the non-union men or getting possession of the shops, and having it in our hands.

21,384. If non-union men were to obtain the work, they would be paid the same wages as the union men?—Not in these particular shops.

21,385. The shops which pay low wages would, in the case I am supposing, lose all the men employed in them?—If you will explain by what means it would be likely to improve the position of the non-union men—the position, I mean, of the men who remain working in these shops—if we allowed the few to come down and work in the society's shops with us, then, perhaps, you will be able to make it clear for me to reply. But I cannot see how such a change could be accomplished.

Mr. *Dale.*

21,386. Mr. Balfour, I take it, suggests that if your Society had not objected to non-society men working side by side, these non-society men, who up to that time had been working for inadequate wages, would have been gradually

Mr. *Dale*—continued.

absorbed into the shops who were paying the full wages that your members were getting, and the effect of that, he suggests, would have been that the ironworks would have been left without any artisans of that character?—No, there are men, of course, who belong to these places, and local attractions and connections are so strong that they do not care to remove from there if it is possible to eke out an existence at all.

21,387. Still, there was not an inexhaustible reservoir of them to be drawn upon. If these men working at the ironworks, for instance, had passed off into the shops at Cardiff or elsewhere,

Mr. *Dale*—continued.

where the full rates which your society men were getting were being paid, there was not an inexhaustible supply of men to take their places at the ironworks?—There would not be any likelihood of the whole of the men coming in as a body, as you suggest; probably if they came in a body, as you say, and started in Cardiff, it would cause such a scarcity of the men at the ironworks that they would be compelled to increase their wages, but I do not think there would be any probability of their doing so.

21,388. They need not have come in a body to accomplish the same result; they might have gradually dwindled away?—Yes.

The witnesses withdrew.

Adjourned to to-morrow at 11 o'clock.

THIRTY-SIXTH DAY.

Commission Room, Westminster Hall, Thursday, 19th May 1892.

PRESENT:

HIS GRACE THE DUKE OF DEVONSHIRE.

MR. DAVID DALE (CHAIRMAN).

Mr. W. ABRAHAM, M.P.
Mr. T. BURT, M.P.
Mr. GERALD BALFOUR, M.P.
Mr. A. HEWLETT.

Mr. E. TROW.
Professor MARSHALL (Group B.) and Mr. J. MAWDSLEY (Group C.) also attended.

MR. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

Mr. ALEXANDER WILKIE called and examined.

Mr. *Dale.*

21,389. You are the general secretary of the Associated Shipwrights' Society, are you not?—Yes.

21,390. And you have held that position from the establishment of the association more than 10 years ago?—Yes.

21,391. And the headquarters of your Society are now at Newcastle-on-Tyne, I think?—Yes, at present.

21,392. Previous to taking the secretaryship of the Associated Shipwrights' Society had you been the general secretary of the Glasgow and Clyde Shipwrights' Society?—Yes.

21,393. Is that Society now merged in the one which you represent?—Yes.

21,394. Is it the fact that in many of the ports of the United Kingdom local societies were instituted as early as the beginning of this century?—It is.

21,395. Did those local societies since about 1850 keep up with each other a connexion by correspondence and annual delegates meetings?—They did.

21,396. When did the general consolidated organisation come into existence?—In 1882.

21,397. And you then instituted the Associated Shipwrights' Society which you now represent?—Yes.

21,398. What are the objects of your Society; are you a benefit society?—Yes; we are a full trade union, insuring the workmen against non-employment. That is idle benefit. We also have a trade or dispute benefit, an accident benefit, sick benefit, superannuation benefit, compensation for loss of tools, and funeral benefit as well. We insure against nearly all the causes which injuriously affect a workman in disposing of his labour.

Mr. *Dale*—continued.

21,399. The persons eligible for membership are persons working at what?—I might explain here that we are the original shipbuilding trade.

21,400. The wooden shipbuilding trade?—Yes. Of course, coming down to the present time, there is practically no wooden shipbuilding now. Still, we do much the same constructive work on the iron ships as we did on the wooden. Just to exemplify my meaning I will hand you a report of proceedings which will explain in a word the question you have asked (*handing in the same*). Supposing it was a wooden vessel that was being built, we would manipulate the wood of which the keel was to be composed, and then lay it in position on the blocks and work the different component parts of the stem and stern posts and place in the same manner. Now that the vessels are built of iron and steel, the keels, stems and stern posts are forged or cast, and we simply lay them upon the blocks the same as we did with the wooden ones, and fair them; we also assist or supervise the erection of stem and stern posts in the same way, fair and shore them in the same manner as we would have done the wooden ones.

21,401. Are you then handling to any extent iron or steel?—Yes. In the constructive part of the ship so far as keels, frames, and beams, and all that class of work are concerned, in the construction of the vessel, we do, in point of fact, as we did in the wood. After the lines are prepared by the draughtsman they are given to the loftsman in the loft, who is a shipwright.

Mr. *Dale*—continued.

. You mean your men would, in con-
ith iron and steel ships, be really
and putting in position iron or steel?
tting in position the frames and beams
steel the same as they did in wood.

And whilst doing work of that charac-
would still be termed shipwrights?—
wrights.

About how many members have you
ociety?—Since that report was sent in,
increased our members, and we have
ty nigh 12,000, including a number of
es. As to apprentices we are making
ents to admit them as half members.

Over what area does your member-
nd?—Over the United Kingdom of
tain and Ireland.

About how many persons do you
here are who are eligible for member-
irtue of their occupation who are not
of your Society?—At the present time
n that there are something like 4,000
organised shipwrights who are not in
iation, but they are assimilating with
r less.

Are they organised into local societies?

Then would there be about an equal
ho are not members of any association
No, I do not think there would be
many, but as to that we have no
so that we cannot definitely say
about it.

But where a membership does exist
nclude almost all who are working to-
It includes all who are shipwrights
on the large rivers.

I mean to say were the members of
associations or those who were not
of any association intermixed with
, or are they in different yards, or are
ised?—There are one or two places in
local societies are working with our

Your Society has sent written replies
ommission's printed questions, and I
se replies before me, and it will not
ary under those circumstances to cause
epeat all the answers that have been
writing, because we have them to refer
ourse, as you are aware, the principal
which we desire evidence to be directed
tion of employers and employed in the
dustries with which you are connected,
which we are inquiring. What is the
f the employers towards your Associa-
course I do not forget that your Asso-
vers a very wide area, and that it may
arious places. To begin with, perhaps
o employers' association of so wide an
our Association?—Yes. I believe that
Federation of the Engineers and Ship-
(Employers') Association which em-
same area, if I understand aright.

Mr. *Dale*—continued.

21,411. Have you had any official relations with that body?—Our Association has not had relations with them as a federation except through the Tyne Employers Shipbuilders' Association and the Clyde Shipbuilders' Association.

21,412. But in those two cases your Society had relations of some sort with the Clyde Shipbuilders' Society on the one hand and with the Tyne Shipbuilders' Society on the other hand?—Yes.

21,413. But not with those bodies unitedly or separately?—No, not with those bodies unitedly.

21,414. Is your Association recognised by the Employers' Association in the principal shipbuilding district, may I ask you?—Yes, I might explain, that we had specially on the Clyde considerable and lengthened disputes. We were in local societies at that time, that is in 1877, the Glasgow shipwrights requested an advance in wages and were refused; they offered to meet the Clyde Shipbuilders' Association; we also offered to refer the matter to conciliation or arbitration, but we did not have a meeting till, I think, about six weeks after the strike occurred. At the end of the dispute, which lasted about six or seven months, it was terminated by arbitration, which we were anxious should have taken place before instead of after the dispute.

21,415. That is in 1877?—Yes, since then, both with them and with all the other employers' associations so far as we have been able to meet them either collectively or singly, we have been generally speaking on very amicable terms. Our representatives have been able to meet them and in the great bulk of cases we have been able to come to an arrangement. In answer to the four questions which were sent us, may I point out this, seeing that there has been so much said about strikes in certain quarters. Since the existence of this Society ten years ago our income amounted to 51,365*l.* 14*s.* 7*d.* and we only spent on dispute benefit 1,710*l.* 11*s.*, being a little over 3 per cent. Under the local society system for the 11 years from 1866 to 1877 the shipwrights alone in Glasgow District spent 9,391*l.* 16*s.* 10*d.* That is to prove the answers in reply to the Chairman's questions that we had been able to work more amicably with all the employers in the different districts under our present consolidated Association.

21,416. Then, as a matter of fact, your present Association has had no more strikes to contend with?—None; no large ones at least; but, if you desire, I have here statements of the whole amount that we have had to pay, amounting to 1,710*l.* (*handing in the same*).

21,417. What does that purport to be?—That is the report of the dispute and the arbitration relating to it in 1877.

21,418. That which you have now handed to me shows, does it, for each year since your present Society came into existence, what local disputes you have had to deal with?—Yes, we only have had small disputes.

Mr. *Dale*—continued.

21,419. And it shows where they are situated, and what the cost has been, and how many men were employed?—Yes, and they have been principally caused by reductions of wages, and the prevalent trouble—the demarcation of work.

21,420. Were any of these strikes of the whole of your men in a particular district or were they all sections of your men employed at particular yards?—Just sectional ones, one yard at a time, there was scarcely one where the whole of the men at any one port were out at one time.

21,421. Then in what manner were these local disputes dealt with or in what manner would any such local disputes be now dealt with?—In the event of them occurring suddenly, as they sometimes do, notwithstanding all our desire to have them first investigated, our representatives would investigate the matter and see the representatives of the firm in question, and almost as a rule we manage to have them arranged without any lengthened dispute.

21,422. And speaking generally the representatives of the firm would receive your local representative and enter in the matter with him, would they?—As a general rule that is so. There may have been exceptions, but very rarely; and these gentlemen have generally come round to be the most amicable a little while afterwards.

21,423. Then by consequence, if the matter was one more fit for you to intervene in yourself, they would be ready to enter into communication with you, would they?—Many times the firms communicate with us at the registered office or with the district delegates, so as to prevent any cessation of work.

21,424. That which you describe is the practice prevailing, but it does not find expression, perhaps, in any written understanding between your Association and the Employers' Association, does it?—No.

21,425. There is no written understanding or agreement between your Association, is there, and and any employers' association that disputes shall be dealt with in any particular manner?—Not at the present moment. There is not any general line laid down, but our general method is, when a difference does arise for us to see the representatives of the firm. If it is a general question then he refers it to the Employers' Association and we meet them as a whole.

21,426. Then there have been, I presume, important general district wages changes, be they advances or be they reductions, since your Society came into existence 10 years ago?—At the institution of the Association we were on a wave of prosperity, and then we went down into the greatest depression, I believe I am right in stating, that the shipbuilding trade has ever experienced, and that was in 1885 and 1886. We were suffering in those years reduction after reduction in the various ports of the United Kingdom. Then after that came the more prosperous years when we secured advance after advance, and, in a great majority of cases,

Mr. *Dale*—continued.

it was by conciliation, as the report of the Labour Commissioners has already put on record; that is, we met the employers and arranged.

21,427. That is just what I want to bring out; in what manner were those wages changes brought about, and to what extent were they brought about without suspension of work?—In one case, for instance, that is the case of the Tyne employers' shipbuilders, we have a written agreement that there will be a month's notice of either reductions on the wages or advances on the wages, and we give notice on the one hand to the Employers' Association in the event of our requiring an advance, and they give notice to us on the other hand in the event of their requiring a reduction, and we consult our members and we meet the employers to see what possible arrangement we can come to. During all those years on all general questions we have always been able to arrange as yet, and we hope to continue to be able to secure the same amicable arrangements.

21,428. And that remark applies not merely to the Tyne, does it?—To all. I am not sure that there is an arrangement on the Clyde, but there was some understanding for some time. I do not know whether that is still in existence just at the moment.

21,429. Then are the shipwrights' reductions arranged independently of the reductions that might be claimed from any other classes? I mean in the shipbuilding trade?—The practice hitherto has been that we have been all entirely independent of each other.

21,430. In the various trades?—In the various trades, but as a rule when one trade of course is going up, the other looks for a somewhat similar advance as well, and when reductions are taking place there has been somewhat the same course pursued with them on the other hand.

21,431. But you have negotiated independently of the other trades?—Yes, and I believe this was mentioned to you yesterday, that we have a shipbuilding and engineering federation of the different shipbuilding and engineering trade societies.

21,432. Yes, but that is of very recent origin is not it?—It is two years' old; its origin I might state was because we saw that the employers had been forming a powerful federation, and the workmen thought that we should do the same with this object, that if we had perfect organisation as near as we could get it on both sides, instead of having as sometimes is the case, these local disputes in certain districts going on, we might be able to arrange the matter amicably across the table, as we have been doing in the large districts.

21,433. I may take it, at any rate, that the avoidance of strikes or dispute, and these various district wages changes has not been because your Society has simply agreed to follow the arrangements that might be come to with one of the other trades?—No, we have no arrangement whatever. Even now, supposing a federated society may accept a reduction or secure an

Mr. *Dale*—continued.

advance, it does not at all affect the other societies in the Federation, because we are entirely independent of each other in that respect.

21,434. Now, whilst you have described what appeared to be the relationship between your Society and the employers in the various districts over the past 10 years, has there been an equally satisfactory relationship between your Society and others, or have there been any suspensions of work arising from differences between one trade and another trade?—I am sorry to say that the same relation has not existed with one of the other trades. Should I explain that matter now?

21,435. I think it is important for us to know if a great industry has been from time to time prejudiced by differences between one section of the men employed and another section, and why that has come about?—I might state that as far back as 1865 little bits of differences arose betwixt us and what was known as the ship joiners.

21,436. As far back as 1865?—As far back as 1865 on the Clyde, and at that date the representatives of both joiners' and shipwrights' societies drew up what was called a list of work which we worked on more or less.

21,437. That list being a document intended to define what work fell within the province of one trade and what work fell within the province of the other?—Yes, in accordance with what had been at that date the practice of the different firms on the Clyde. That was not recognised for many years; it fell virtually into disuse, and the firms then worked more or less according as they thought fit, and according to their own system. Then I come to the principal difficulty, which arose a few years before 1890. There occurred considerable differences and stoppages of work on the Tyne in the North of England, and various efforts had been made to get those differences arranged, because it was both a loss to the workmen and to the employers as well. A joint committee was tried and failed, and after much negotiation with the Tyne Employers' Association we managed to arrange to refer it to arbitration.

21,438. That was in what year?—In the year 1890. After another considerable difficulty in fixing on an umpire, a member of the Commission, Mr. Burt, M.P., as you will see by that paper (*see Appendix* 43), was appointed umpire. As far as the Tyne was concerned, we had a most exhaustive inquiry, but when the award was given it unfortunately did not satisfy the joiners. We then had some months' negotiations betwixt the Tyne employers as being our common employers, both for shipwrights and joiners, to see if any arrangement could be come to. I may explain, as you will see in the paper that I have handed to you, that they were parties to the issue. The Tyne Employers' Association had signed a memorandum of agreement with the representatives of the shipwrights and the joiners, consequently when they (the joiners) refused to act according to the award, it was agreed at a given date, to be put in force by the employers when the joiners ceased work, and they were, I think, some 12

Mr. *Dale*—continued.

weeks out. I am not very sure of the exact number of weeks, but at any rate they were out a number of weeks, and the matter was then arranged again by what was called a board of conciliation, of which the late Mayor (Alderman Thomas Bell) was chairman, and it was composed of workmen from the different trades in the yard. This was merely a temporary board to enable us to get that dispute arranged, and under the award of that conciliation board it was decided that they must maintain and uphold the principles of arbitration and the decision of the umpire; but while in the one breath they did so, they unfortunately also, on the other hand, stated that a certain number of jobs were to be at once reconsidered, so that while they technically upheld the principle of arbitration, there was something like 32 jobs which had to be immediately settled by this conciliation board (*handing in Report of Proceedings*). I might also mention that unfortunately, through the dispute, a great amount of feeling arose in both trades which caused the differences to be more difficult to arrange than they otherwise would have been. So that even after the decision of this board of conciliation there were still a number of points left. To enable us to get them arranged another reference was appointed by both the joiners and us, composed of Mr. Bell, as mayor, and Mr. O'Neill for the joiners, and Mr. Ryrie for the shipwrights, who sat and finished the remaining part of the work that was not concluded by the previous boards. This is the list (*handing in the same*) that the referee board issued under which we are now working as well as we can. There are still differences arising, because of the construction of the clauses, and we are endeavouring to arrive at some permanent means or permanent method whereby we may have someone to refer to to decide those differences whenever they arise, so that if possible there should be no further stoppage of work.

21,439. You have said that there was a suspension of work over, perhaps, it might be, 12 weeks—you were not quite certain, on the part of the joiners?—Yes, that was against the award of the umpire, Mr. Burt.

21,440. Did that throw your members out of work?—No, we kept most of the work going on as well as possible for a given time. However, it did affect our members of course, and would have done so later on.

21,441. Was their 12 weeks' suspension with the joiners the only suspension that took place in consequence of their not being satisfied with the award?—Yes, they were not satisfied with the award, and refused to accept it.

21,442. I mean their dissatisfaction did not find expression in more than one continuous suspension of work, did it?—Only one.

21,443. The one to which you have referred, that is?—Yes, I might state that our Tyne members did not think that they had got justice from the umpire any more than the joiners, but having pledged ourselves to accept it we kept to our word.

21,444. Your members were enabled to continue at work?—Yes, except, of course, where the work was getting done through the joiners,

Mr. *Dale*—continued.

because if any one trade is out for any length of time it ultimately affects all.

21,445. Does your work precede in order of time that of the joiners?—Generally.

21,446. Has any suspension taken place in other districts in consequence of disputes between your members and the joiners and any other trade?—There have been between us and the joiners in other places small disputes that have occurred.

21,447. Nothing important?—No, nothing large.

21,448. Have there been disputes between your trade and any other than the joiners resulting in suspension of work?—None that I remember at the present time. That is the report of the conciliation board (*handing in the same*).

21,449. Then is this referee's board continuing in existence?—No. It is now annulled, and we are endeavouring to see if we can get some permanent method, so that when a difference arises on the construction of those clauses we could get them referred to some court or committee where they could be arranged instead of any stoppage of work ensuing.

21,450. Did this court cease to exist because it had accomplished all the work that was entrusted to it?—Yes, it finished the reference.

21,451. It was not intended to be of a continuing character?—No.

21,452. But, as I understand, you are now seeking to establish with the ship-joiners some court which may adjust any other difficulties or differences that arise. Is that so?—Yes, there have been a number of suggestions made, and one of them is something like the following. Of course this is to apply generally, as unfortunately in the North other trades have had the same disputes that the joiners and the shipwrights have had. This is one of the modes that have been suggested as an effort to be made to secure a court. It is suggested that each of the two trades in any district shall appoint three of their number to represent them, the employers to appoint two, and the eight to form a board and to arrange the list of work for disputed jobs mutually, if possible, or by at least three-fourths of a majority. In the event of a failure to effect an arrangement on any point by the said majority the board shall then appoint a referee who shall be a neutral and disinterested gentleman. It is suggested that he might even be appointed from an arranged list of names previously agreed upon, and the whole matter then in dispute would be submitted to the referee, whose decision would be binding. We add that those board meetings are to be open to the other representatives of the parties, whoever they may be, involved in the question, besides those acting on the board either to put their case before the board, or to advise their members. This is one of the suggestions that have been thrown out to us to see if it is possible to get some such boards instituted where these differences could be settled instead of taking extreme measures.

Mr. *Dale*—continued.

21,453. What is intended to be the scope and function of the Federation of which we heard yesterday? Is it intended to take cognizance of disputes between one member of the Federation or one federated trade and another or not?—This is one of the rules with reference to the Federation, and it says, "If any dispute takes "place between any of the societies forming this "Federation, unless amicably settled, such dispute shall be referred to a court of arbitration "selected by the parties affected by the dispute. "When a court of arbitration is required each "party to the dispute shall appoint one or two "arbitrators, all of whom must be trade unionists. The two or four arbitrators to appoint "an umpire. Failing the arbitrators to agree "his decision shall be final and binding. The "court when formed to decide as to place of "meeting, method of procedure, &c.; each party "to pay half of the expenses, unless otherwise "ordered by the court." That is the rule.

21,454. As I understand all the trades engaged in shipbuilding excepting the amalgamated engineers have already come into that Federation?—Yes, with the exception of the ship painters and drillers, and the labourers, I believe.

21,455. So that already you have bound yourselves to resort to means by which these internal differences may be adjusted?—Yes. I might say there have been two cases, one with us and the joiners, and another betwixt the Associated Blacksmiths' and the National Engineers' Societies which have been settled under this rule, but we found a difficulty in getting it to work, hence the reason of our making this other suggestion that we should have a permanent method more easily and readily applied.

21,456. Then has your long experience in these industrial matters brought you to any special view that you would like to lay before us as to the mode in which industrial strikes may be avoided?—As you see by the report we have given you we have had some considerable experience in questions of arbitration. Besides the arbitration case on the Clyde in 1877 there have been others on the Tyne which our Tyne representative will speak to. In those cases on the Tyne they were arranged by arbitration, and as we stated since the institution of this Association we have been enabled by conciliation, by meeting the employers, to arrange those differences. But still we think that as between employers and employed, as one means of avoiding strikes we should suggest the formation of courts of first instance, composed of representatives from the employers and from the trade with whom the dispute exists with a neutral disinterested gentleman as chairman, before whom the respective parties could bring their differences to be thoroughly investigated and considered. We are satisfied from our previous experience that if this were done most of the differences would be amicably arranged without resorting to extreme measures. When a grievance arises, sometimes the men think they have a greater grievance than it is, and if, therefore, it could be referred to such a board as this, or if some

Mr. *Dale*—continued.

machinery of this kind were adopted, then we think we should be able to get the matter thoroughly investigated, and the points of difference more clearly brought out, and in most cases the matter would be mutually arranged without resorting to extreme measures.

21,457. Your view would point to the formation of such a court by the employers and employed, by the trade, and not by Government, would it not?—No, not unless in so far as we notice it has been reported from one of the colonies as to the difficulty of getting a disinterested gentleman. It might be possible to get some retired judge who was accustomed to hear evidence, and who would be entirely clear from the influence of either the employers or the employed as the disinterested party.

21,458. That would rather point to the administration of the country, as it were, facilitating the availability, as one may say, of someone of that character?—Yes.

21,459. That is allowing anyone of that position who might otherwise by official relations be restrained from taking such a position to take it?—I spoke recently on this matter, and with some experience, and I say that we think it would be well because some of those societies are unable to bear the sums that might be charged, and this has sometimes been the case, so that the cost of those arbitrations are made so heavy, and we think that a more simple method of arranging matters would be to have the Government provide the disinterested party, and it might assist them in bringing their cases before this court to be considered or investigated.

21,460. Still I understand you have in your mind a court which is really to be the voluntary creation of the employers and employed in any particular industry?—Yes, I have. I do not believe in compulsion.

21,461. Although you might desire that Government should enable the machinery of such a court to be completed by allowing someone to act as umpire who could not perhaps so act without the sanction of official chiefs?—Yes, I merely personally throw out that suggestion as one that might remove one of the obstacles which we have in the formation of such courts.

21,462. Is there any other point you wish to bring before us? Do you wish to say anything about the apprenticeship question, for instance?—As I have just mentioned in reference to the apprentice question we have recently arranged a rule whereby we can admit them into our Association as half members at half contributions and half benefits. Till recently we believe the bulk of our apprentices used to be indentured, but now it is more generally by certificate or a note from the firms, and the general opinion amongst our members is that there shall be some better method of engaging them so that more interest shall be taken in them. In some cases the firms have told us that they were not getting the same class of workmen as they used to, and of course we have contended in reply to that that these apprentices

Mr. *Dale*—continued.

ought to be indentured, or some means of properly engaging them should be taken with a view of their getting a better opportunity of learning their trade, and there should be more inducements given to cause the lads to take an interest in that which they are learning and so turn out to be efficient workmen at the end of their apprenticeship instead of merely running through their period of apprenticeship.

21,463. You mean that the formal indenture system very distinctly indicated the intention of training the apprentice and making him a skilled workman?—Yes.

21,464. Should you think the abandonment of the formal indenture has had a tendency to efface that kind of obligation?—We are judging from statements made by the employers, that in some cases as they stated, they thought their men were not so efficient. That is the only reason by which we can account for it. I might say of course that we think it is a mere statement, as we do not believe there is much in it speaking generally.

21,465. Has any question arisen in your Association as to limiting the number of apprentices according to the number of journeymen?—Up to the present time we have had no limit, but I may say there appears to be a strong feeling throughout the members of our Association in favour of having some sort of regulation, because now having got some statistics of their numbers, we find that some of the districts and some firms have far more than their fair proportion, or what is considered a fair proportion, of apprentices.

21,466. As yet the question has not been one that has occasioned any contention or difficulty, has it?—In one or two places there has been some little contention and difficulty, but it has been arranged, that is by the individual firms and the local port in which it has arisen, but there has been nothing general done.

21,467. Is there anything more you wish to give evidence upon?—There is one question I have been asked to mention to the Commission, if it is within your province, and that is in reference to the firms suspending payment. The law we suggest should be altered so that the workmen should be paid his wages up to the date of suspension, and not have to wait months and months till some arrangement is come to before he receives his money. There is such a case that has drawn our attention to it which has recently occurred near Southampton where the wages were due on the 5th of September 1891 and were not paid until the 8th of April of this year, 1892.

21,468. The wages are a preferential claim, of course, you know?—But even then if they had to wait, as you see, from September 1891 to April 1892 before that was paid, even though it was a preferential claim——

21,469. I do not know how it might have arisen, but it might be that there were no assets?—I do not know about that, but I believe some of our members are at sea, even without their money yet.

Mr. *Dale*—continued.

21,470. But I mean to say that it does not show necessarily that some change in the law is required. It may merely show that in that particular case the circumstances were so special that there was nothing to pay them with. I do not know?—We think the large liability companies should pay. It should be in the Companies Acts that they should pay their workmen at once up to date of suspension.

21,471. What have you to suggest beyond that which the law already assures, namely, that it is a preferential payment?—That they should be paid up to date without having to wait so long.

21,472. That is a question rather of the administration of the assets which prove to be available. Have you ever known any other case of that kind?—I cannot call to my memory just at the moment any other. Most cases that I have known occur have been arranged with the workmen.

21,473. Have you any other point you wish to speak on?—Yes, there is another one. I do not know whether it will receive your consideration. It is as to the re-arrangement of the registration of trades unions. I will mention the case and let the Commission understand what I mean. Our registry office was removed in 1888 from Glasgow to Newcastle, and our rules were registered and had been for years under the Trades Union Act, the same as in England and Ireland as we understood; but when we came to Newcastle, we found that we had to cancel our registration in Edinburgh and re-register in London. That we did not much object to, but we had at the same time a considerable number of rules on hand, and we were surprised when we sent them to the registrar in London, that we got them back with a lot of grammatical alterations and a request that those should be made before they would register them. What made it more absurd was, that those grammatical alterations as we pointed out to them referred to the words of the Act itself. We stated in our report, "We have also to point out that Rule 50, "especially the latter clause upon which you "make so many grammatical alterations, is an "exact copy of the 16th clause of the Trades "Union Act, inserted on the instructions of the "registrar for Scotland, and for the phraseology "of it we are not responsible." We referred to the then Parliamentary Committee as we had to do before, and we got it passed through the kind intervention of our friend Mr. Broadhurst, who was then secretary. We think that if we are registered under the same law in the one country, that that registration should have been good in the other. Had we been reprinting our rules, we might have made no objection, but we should have made a serious loss if we had to print new rules for the sake of those grammatical alterations for which we were not really responsible. Then another matter I wish just to mention here, is with reference to the Royal Commission that sat on the loss of life and property at sea, and I believe that some of the

Mr. *Dale*—continued.

members of this Commission sat on that question. One of their recommendations was that a simple professional examination should be required for the rating of boatswains and carpenters. Our name of shipwrights is the other name for ship-carpenters. We have been endeavouring ever since to get this carried into effect, but with the exception of a circular issued by the Marine Department of the Board of Trade suggesting proposals, nothing has been done. The rule to which we refer is, that every ship should be compelled to carry one or more certificated ship-carpenters (shipwrights). With the exception of the circular issued by the Board of Trade, we have not been able to get any further with the question, and there is a strong feeling with our members that everyone going to sea as a ship's carpenter should possess a certificate similar to the marine engineers, that is a proper certificate of competency for the position which he signs on board the ship for. It is asserted in many cases (but it is very difficult to secure the proof for various reasons) that ships through the inefficiency to a given extent of the ship's carpenter have been lost, whereas if there were a certificated man on board, the damage done might be repaired before it got beyond control, and thus enable the ship to reach her destination; in salvage work, that is, when a vessel has gone ashore, or any case of that kind, it is the shipwrights who have to do the salvage work till they get to the dry dock, to enable the repairs to be thoroughly done.

21,474. I have not asked you any question upon that or one or two of the other points you have just named, because I do not think that we would be able to aid you in the matter. You have had the advantage of stating your view here briefly, and it will appear upon the record, but beyond that we cannot follow it up, I think?—It was the desire of our members that we should merely mention it to see if anything could be done.

21,475. Quite so?—Then there is one other matter which I believe will come under the scope of this Commission in connexion with this inquiry, and that is in reference to picketing. A dispute occurred in Glasgow three or four years ago, and we stationed a member as a picket at a particular point, and the constable said to him, "You are not allowed to intimidate "workmen, either by your presence here or "otherwise. You are hereby warned," &c.; that was that they were not allowed to be there even by their presence. Of course we understood by section 7 of the Conspiracy and Protection of Property Act that we were entitled to be there to give information to any man that might be applying for work, and what we desire is that that clause may be made distinct and clear so that no member of our Union should be unwittingly breaking the law. We wish it to be clearly defined.

21,476. You begin by telling us something that was said by one policeman to one man, I understand?—Yes.

Mr. *Dale*—continued.

21,477. Of course that policeman may or may not have been justified in what he said, therefore we had better not dwell much upon what one policeman said, I think, but rather go to the point as to what you know or believe to be the limitation that you think ought to be removed. What do you say as to that?—You might allow me to explain that we did not allow the matter to rest with the policeman. Our picket came immediately to the office and explained the matter to us, and we went to the superintendent of the western division of Glasgow, and he upheld the statement made by the constable.

21,478. Perhaps instead of giving it the form of what a policeman said to a picket you will tell us what you believe to be the law, and say in what respect that law is unfair, and needs to be amended?—If you would allow me I would briefly just mention the case, and bring it to the point.

21,479. Yes, do so?—After having seen the superintendent, and not being satisfied with his version of the law, we asked him under what Act or clause of the Act he was acting. We could get no definite reply, so we caused our law agents to write to the chief constable of the city of Glasgow, Captain Boyd, the following letter:—"158, St. Vincent Street, "Glasgow, 24th April 1888. Captain Boyd, "Chief Constable. Dear Sir,—Certain ques- "tions are presently in dispute between Messrs. "A. and J. Inglis and our clients, the Associated "Shipwrights' Society, regarding 'contract or "piece-work,' and the Society has already passed "resolutions on the subject, and caused the "same to be communicated to its members, and "to shipwrights who may be thinking of apply- "ing at the yard for work. For this purpose "it specially deputed two of its members to "attend in the neighbourhood of Messrs. Inglis' "yard, and they remained there for several "days. Their doing so was brought under the "notice of Superintendent Andrews, and we "understand from the Society's secretary that "the superintendent intimated that he would "have the men apprehended if they continued "in the neighbourhood of the yard. The "secretary of the Society did not wish hasty "action either way to be taken, though he "considered that Superintendent Andrews was "unwarrantably interfering in a matter be- "yond his province, and he accordingly "directed the men to be withdrawn until he "consulted with his executive. The matter has "been placed in our hands, and we have advised "the Society that, in our opinion, the police "cannot interfere with the two men moving "about the neighbourhood as long as they "confine their information to the shipwrights "applying for work to the resolution passed by "the Society. The threatened action on the "part of the police is considered by our clients "such a new departure and an invasion of what "every trades union in the country considers to "be its legal right under section 7 of the Con- "spiracy (Master and Servant) Act of 1875, "38 and 39 Vict. c. 86, that we have deemed it "proper to communicate direct with you, and "to inquire if you adhere to the position taken "up by your superintendent. If so, perhaps "you will kindly inform us under what exist- "ing statute you claim such a right. The "Society will arrange to have two men in "attendance on a particular day and hour to be "intimated to you in order that you may charge, "or if necessary apprehend them, with a view "to the question being tested in the competent "court. We have asked the Society to do "nothing further in the matter until we hear "from you. Yours truly, (signed) J. and D. T. "Colquhoun." Those are our agents. The reply was as follows: "Chief Constable's Office, City "of Glasgow, 25th April, 1888. Dear Sirs,—I "am favoured with yours of the 24th instant "anent dispute between Messrs. A. and J. Inglis "and some of their workmen. I am informed "that Messrs. Inglis complained of their gates "being beset by pickets of shipwrights, and of "their loitering about the entrance, supposed "with the intention of intimidating men calling "for employment, and otherwise giving annoy- "ance. I have instructed the superintendent "of the district only to interfere if any "threatening or intimidating language or action "is used towards any of the employees, or if "any obstruction or annoyance is caused to "anyone in contravention of the 149th section "of the Police Act, sub-section 47. Yours "truly, (signed) J. Boyd, C.C., Messrs. J. and "D. T. Colquhoun, 158, St. Vincent Street." Our agent's reply to that was on the 26th April: "158, St. Vincent Street, Glasgow, 26th April "1888. Captain Boyd, Chief Constable. Dear "Sir,—We have your letter of yesterday, and "are glad to hear that you have instructed "the superintendent of the district to interfere "only in the circumstances stated by you. We "can assure you that our clients have no desire "to act otherwise than within their legal rights, "and they are at a loss to understand how "Superintendent Andrews, or any other person, "was led from the actings of the Society's repre- "sentatives to suppose that the latter were in "attendance to intimidate or annoy shipwrights "calling for employment. We have forwarded "a copy of your letter to the Society. Yours "truly, (signed) J. and D. T. Colquhoun." (*Report handed in.*)

21,480. Is that all?—That was all that passed.

21,481. I think you have hardly brought anything before us that we can take take cognizance of. You do not yourself contend that that which the Chief Superintendent of Police said he would alone intervene to prevent was allowable. You joined issue with him as to whether your pickets were endeavouring to do that which he said it would be his duty to interfere with, and you say, "No, they were not doing that"?—He said through his constable that we were not allowed to intimidate workmen, "either by your presence here or otherwise." By your presence; that is, by being merely present.

Mr. *Burt.*

21,482. But was not that subsequently rectified by the higher authority, the chief constable, who declared that they would not be interfered with unless they were intimidating?—Yes, but what we desired was, that seeing other cases had arisen since as well which had appeared in a Parliamentary Committee report, that some means should be taken to make the clause so distinct and clear that no difference of opinion could arise on that point.

Mr. *Dale.*

21,483. No Act of Parliament, I am afraid, could ever be made so clear as to prevent some interpretations differing from others. Have you anything else you wish to touch upon?—I do not know that I need mention it, but there is a question you have asked me in the paper which asks, "Are the Government and local authorities "employers of labour in your district, and, if so, "what are their conditions of employment?" Of course, as you are aware, the Government is a large employer of our labour; we issued a circular to the members of the House of Commons on the question. A resolution, as we understood, was recently passed in the House of Commons that the Government were to pay the average wages in any trade in which they employed labour, but we contend that they are not paying the average wage in the dockyards to our trade. This is a table that we have showing the number of men and the different rates of pay (*handing in the same*). In June 1891 we found that there were something like 67 receiving 30*s.* a week, 2,221 31*s.*, 975 32*s.*, and 800 33*s.*, and 300 34*s.*, giving an average of 31*s.* 9¼*d.* per man per week for all the dockyards; while in the competing rivers, such as the Thames, the Mersey, the Tyne, and the Clyde, and also at Barrow where similar work, that is, Government work, is being done the average wage is on the Thames 42*s.*, on the Mersey 39*s.* 6*d.*, on the Tyne 36*s.* 11*d.*, on the Clyde 34*s.* 1*d.*, and at Barrow 34*s.* 9½*d.*, for the last 10 years, which shows that there is 4*s.* 2¾*d.* per week less paid by the Government than the lowest rate on competing rivers and 10*s.* 2¾*d.* less than the highest at present.

21,484. I am not sure that we can go into this. Our relations to Government service are not different from our relations to private service. We have no larger or other functions in relation to men employed in Government yards than we have in relation to men employed in private yards. It would hardly come within our scope, for instance, to entertain a complaint that in a private yard Mr. A. or Mr. B. has higher wages paid in his yard than are paid in the yard of Mr. C. or Mr. D.?—We think the Government ought rather to set the example.

21,485. We offer no opinion at all upon that. Have you stated all you wish to say on the subject or what are you going to do further? Do you wish to lay similar statements before us as regards the prices paid?—Yes, when the Secretary of the Commission wrote to us we

Mr. *Dale*—continued.

pointed out that our members had some grievances to complain of in this case, and the secretaries agreed that we would have a representative here from those members, and we have one here, and we simply leave it to him and you can hear him.

21,486. Has the Government employment any particular influence upon your trade either in the way of lowering the wages or raising the wages, or anything of that kind? I am not asking you what rates are paid by the Government as compared with private employments, but has the fact of their employment being Government employment any special or general influence?—It has, of course, a tendency such that if the Government required men for work they take them from our labour market and cause our labour to be more in demand. It has an effect in that way, and, of course, private firms have sometimes referred to the dockyard wages.

21,487. What other point did you wish to bring under our notice?—I do not know that I have many others. A suggestion was made in discussing the wages question with one of the Aberdeen employers recently that there should be a given notice in all the districts, and that no greater advance or reduction than 5 per cent. should take effect—that was to endeavour to steady trade. That meant that shipowners would not wait till they see whether the shipbuilders were to secure a reduction or not before placing.

21,488. I think just going back, that what you have said here (in somewhat more general terms than you were entering upon just now) about Government employment might be accepted from you; have you got your answers here before you?—Yes.

21,489. Just give us, as it were, verbal evidence in the terms of this written note?—The effect of the answers that we have sent in is that both the Government and local authorities on our large rivers are considerable employers of our labour. In the case of the River Trusts, that is such bodies as the Tyne Commissioners and the Clyde Commissioners, as a rule they pay the same wages and comply with the general conditions obtaining with regard to other employers, but the Government does not pay the same rate of wages as is paid by private firms who have been building vessels for Her Majesty's Navy. To prove that I will hand in this table (*handing in the same*).

21,490. What do you say as to remuneration?—Besides not paying the same remuneration as other shipbuilders; the Government also insist upon three or four rates of wages for shipwrights in their employ. No such system is carried out at any private firm, and the system tends to favouritism of one more than another irrespective of his abilities as a worker. To that system our trade, as a rule, strongly objects. The Government has also introduced what they call the tonnage system by which the men are supposed to earn their wages according to the amount of work done by weight, but we are informed of

Mr. *Dale*—continued.

numerous cases in which it has been shown that while the men on the one side of the vessel have received a little extra, the men on the other side doing exactly the same amount of work have received nothing; therefore we contend that this system is most injurious and unfair to the workmen, and we cannot at all see what benefit it is to the Government.

21,491. Have you any other point you would like to bring out?—I do not think there is any other point except that this is the circular that I referred to, that we sent out. It refers fully to the Government question (*handing in the same*).

21,492. You do not wish to tender any further evidence now, do you?—I was going to make one remark on what is said to be a burning question with workmen at the present time, and that is the eight hours' question. As far as our trade is concerned we believe that it would be beneficial to both the employers and the workmen. Of course the custom of our trade when we were working even 10 hours as well as nine hours a day was that we received the same wages for the short winter week as we received for the long summer one. That to a certain extent still continues right up to the present time in given districts, and we consider that the eight hours' day or 48 hours' week would be beneficial both to the workmen and the employers.

21,493. What would be beneficial? what is the change?—The eight hours would be beneficial for this reason, that we do not work even the eight hours in the winter now in some districts.

21,494. I do not quite follow you, how do you mean? Do you mean because of the shortness of the days and want of light, and from the character of the weather, you are unable in winter to work 48 hours a week?—Yes, 48 or 54 hours as is sometimes the case.

21,495. Then do you suggest that because you are unable to work 48 hours in winter you should only work 48 hours in summer?—We agree that if we had the 48 hours' week or an eight hours' day it would be beneficial to both workmen and employers, as we would be able to see to work the eight hours' day nearly the whole year through.

21,496. There might be similar hours worked by all employers, of course, without their necessarily being eight hours?—But the eight hours seems to be the one in vogue for the time, we have come from 10 to 9.

21,497. What I want to do is to get you really to say all you desire to say on the subject. I do not quite follow your view. You seem to me to imply that because you were not able for want of light or want of good weather to work as much as eight hours in winter, consequently that was the reason why you have not worked more than eight hours in summer, and I thought that was probably hardly what you desired to say?—No, that is not the reason; we say is that the eight hours generally would be beneficial to our trade in that we only work the shorter time in winter, and if the eight hours were adopted it would be general all over the competing districts.

Mr. *Dale*—continued.

21,498. Would you re-state exactly what is your view as to what you desire to see brought about either by legislation or by arrangement?—What we desire in this respect is that in some of the districts we are working more than others in winter. When the general vote was taken of our members they were in favour of the eight hours' day, and that was one of the reasons besides general reasons given for it, that it means they employ more labour. That is one reason given particularly with reference to the shipbuilding trades. Outside workers would be benefited by it, and we should nevertheless be working the same hours in winter as in summer, and we would not require to have the shortening of hours every winter as we now have in some districts.

21,499. Have you got a copy of the resolutions which you have passed, if you have passed any?—We have no resolutions. There was the general one sent out by the Parliamentary Committee when they put out the vote on the matter in 1888.

21,500. What was the resolution?—The resolution put to our members was, "Are you in "favour of an eight hours' day"? and there were 854 voted for that and 134 against it.

21,501. What do you understand that to mean?—That they desired an eight hours' day.

21,502. Do you mean that no man should be permitted to work more than eight hours, or is it that no man shall be permitted to work more than 48 hours a week?—No, we did not mean that at all; we simply desired, as we had come from the 10 to the nine hours, to come from nine to eight hours.

21,503. Would overtime be permitted on that system?—Seeing that you have mentioned overtime, I might state our views with regard to overtime.

21,504. Would you deal with overtime for the present solely in relation to the limitation of labour?—In relation to that I may say that at present we have no restriction except as I have previously explained to you that we were till recently local societies in the different ports. Each district regulates its own arrangements in these respects, both in reference to overtime and piece-work, and the general arrangement is that no overtime should be worked in any case by our members if there are any idle men within hail of the gate, and if there are they are to be set on the work so as to give the whole of the idle men a share of what work is going.

21,505. You said a moment ago that what was meant by the resolution, so far as you were concerned, was that eight hours should take the place of nine as at present?—Yes; it was that they were desirous of having the eight hours.

21,506. Do you mean they desired a legislative limitation to eight hours?—I do not know what the views of our members may be on that now, but in March, 1888, 339 voted for the Parliamentary restriction, and 564 voted for it by the usual trade union method.

Mr. *Dale*—continued.

21,507. Then did you wish to say something about overtime?—No, with this exception, that with reference to overtime we have at the present time no regulation as to restricting it, excepting the higher charge which we make. As a rule our representatives meet the employers if there is any push in the trade, and they can supply them with men generally where they are wanted, and it is generally arranged that all the idle men are employed, and they manage thereby to have as little overtime as possible.

21,508. Is there any other point you would like to bring out?—I cannot say that there is.

Mr. *Burt.*

21,509. Your office was in Glasgow until you moved to Newcastle?—Yes.

21,510. You are not bound by the rule, I suppose, as some other societies are, which require you to move periodically from one town to another, are you?—Our general rule is that we have to take the vote every three years.

21,511. As to whether you will change?—Whether we will remain where we are or change.

21,512. You have told us that you have now about 12,000 members?—Yes.

21,513. That is a very considerable increase within the last two or three years, is not it?—Considerable. One of the reasons for that is that our local societies which the chairman has referred to, and which have been in vogue since 1820 in our trade, have given place to our association, and most of the ports are assimilating with us.

21,514. Really you have more than doubled your members within the last few years. Is that so?—Yes.

21,515. With regard to the question of hours I understand that you have not had any vote since 1888?—None.

21,516. At that only a comparatively small number of your men voted?—Yes, and our membership then was 4,389, and the figures are in the vote I have given you.

21,517. Then the majority of those who voted, although in favour of shortening the hours to eight hours, were opposed to a legislative limit being imposed, is not that so?—Yes.

21,518. You have told us about the difficulties that there were between joiners and your men, and about the different committees and bodies that have been endeavouring to adjust matters. Are things going smoothly now?—They are going considerably better than they were, and we hope that they will be made much more so, by some of those suggestions that have been proposed, and likewise through the mediation of the different employers' associations and the Federation to which reference has been made.

21,519. There is an attempt being made I understand, now to establish something in the nature of a conciliation board or joint committee, is there not?—Yes.

21,520. And the Federation from what you have told us, is evidently very strongly in favour

Mr. *Burt*—continued.

of conciliation and arbitration, as the method of adjusting differences, is it not?—Yes, differences between the societies in the Federation, not between the societies and the employers. That has never been fully considered.

21,521. They have not expressed any opinion on the general question of arbitration as between employer and employed?—No, not so far as it has gone. Their opinion expressed has been in favour rather of conciliation than arbitration. That is, the Federation would meet the employers as an organisation with a view to settle matters across the table as we are now doing in the large districts.

21,522. I suppose you would say that conciliation is much preferable to arbitration, and that arbitration should only be resorted to after conciliation has failed, would not you?—That is my opinion.

21,523. But after every other method has failed, you would be of opinion, I presume, that arbitration would be much preferable to resorting to a strike and lock-out?—So far as regards a dispute between trade and trade, we very much prefer arbitration to extreme measures, because there can be no settlement by mere extreme measures.

21,524. With regard to the difference between the plumbers and the engineers it has only been incidentally mentioned, and it would not be fair to ask you any question with regard to that except on one point, and that is did the Federation take any steps at all in order to adjust that difference by arbitration or otherwise?—Yes. On that Federation there were the plumbers who were engaged in the dispute with the engineers, there was the National Engineers' Society, there was the Steam-Engine Makers' Society, and there was the Metal Planers' Society, and the Machine Workers' Society. Those formed the whole five branches directly involved, and there were the pattern-makers and the blacksmiths, who may be said to be more or less directly involved, as well as the boiler-makers and iron-shipbuilders and our own people. A strong resolution was passed that the question in dispute should be submitted to a conciliation board or a board of arbitration, and after it had gone on for a considerable number of weeks we again, as a Federation, made a strong effort to bring the engineers and the plumbers and the employers together, and they did have a meeting, but unfortunately it did not end in any tangible results in the way the Federation desired of securing a basis as to what was to be referred to other referees or arbitration, or whatever means the two parties would agree to.

21,525. Were the majority of the engineers that were affected by that strike members of the Federation?—No, the majority would be members of the Amalgamated Engineers.

21,526. And they were not a part of the Federation?—No, they were not a part of it. Their representatives attended the first or second meeting at its institution or formation, but we then received word that by reason of something in their rules they could not join.

Mr. *Burt*—continued.

21,527. Would not that to some extent weaken or cripple the Federation in dealing with this dispute?—It very much crippled the Federation in their wish to assist all trade unionists to have their differences amicably arranged wherever possible.

Mr. *Trow.*

21,528. I think you said your Society had been successful in preventing disputes?—To a considerable extent.

21,529. Would that be owing to the fact that your executive could bring an unprejudiced mind to bear upon the dispute?—There is no question that that assists us very much because we are able in many cases to get at least clearer information upon the matter than we were able to receive under our local organisation method. We have considerable experience of the local as well as the general, and we find that to be so.

21,530. The local organisation naturally takes the men's view of the case?—Generally.

21,531. I think in your rules there is no compulsion on your men to submit to arbitration, is there?—No.

21,532. But the Federation is in favour of it, is it?—The Federation has a rule which compels societies in the Federation to submit differences between two societies to arbitration, and of course our members having voted to join the Federation while members we are expected to act according to the regulations.

21,533. And in case of a decision being given which was not satisfactory to the parties affected the whole influence of the federated trades would be brought to bear upon that trade to compel them to act loyally in accordance with the award?—I do not think there is any case that has occurred since the Federation has really been in existence to test it, but no doubt had it been in existence previous to the one referred to it would, and as far as our Association is concerned, all awards (while some of them have been obnoxious to our members) have been adhered to. In accordance with the advice of our district committees and executive we have accepted the decisions.

21,534. You are prepared to act honourably in all cases where you are pledged?—Yes; we signed our names to the agreement, and we see that it is carried out. We should not say that it should be upheld for ever, but for a given time, at least, it should be accepted.

21,535. You referred to Government employment. Have those engaged in Government employment any benefit over those engaged in private firms?—That is really a matter of opinion. Some of our members hold that, while they have what they call the establishment, they would be much better if they simply received the regular current wages of the day and were servants of the Government the same as others are servants of the larger firms.

21,536. But is there any pension at the end of it if they continue in the service of the Government for long periods?—Yes, I believe there is a pension, which the dockyard representative will

Mr. *Trow*—continued.

be more able to explain, but it only goes with the man himself. I understand that if he dies, what is deducted from his wages does not go to his friends, as in the case of insurance societies. We provide superannuation benefit virtually.

21,537. So that you think there is no advantage over the ordinary workman employed in private firms, do you?—Generally we do not see much except this, that is, what might be called the continuity of employment. The employment is more regular in the Government service than outside, although in many cases we believe that plenty of members have been as long in their private firms as others in the Government service.

21,538. With respect to the eight hours' day, do the men work by the hour or by the piece now?—The great bulk of our men work by the hour and by the day.

21,539. Would the men who were working by the hour expect an increase in the hourly wage if their hours were reduced to eight in order to make their wages up to the lost time?—That would depend altogether on the state of the trade. If I remember aright, in the reduction from ten to nine hours—I am not positive—I think there was not an increase then, but it followed shortly afterwards, because trade was good, and of course there was an opportunity of receiving an enhanced remuneration for our labour.

21,540. But, in the first place, you would be prepared to continue the present rate of pay with the reduction of hours?—There is one case, I believe, on a northern river where that has been done. The men have given way to a certain reduction of wages to secure the eight hours' day given by a shipbuilding firm, and there is another case in which it has been done by an engineering firm.

21,541. You want to secure it through your Society, and not to ask Parliament to interfere?—The last vote shows that was the opinion of our members then. What it is now we really cannot say.

21,542. What is your opinion?—My opinion is that we should assist ourselves to secure all the amelioration for labour we can by our unions and by legislative action, and by any other method as well.

Mr. *Hewlett.*

21,543. I think you said that 1885 and 1886 was the period of greatest depression in the shipbuilding trades. Is that so?—Yes.

21,544. May I take it that wages are higher now than they were then?—Yes.

21,545. Can you tell us how much? You gave us a list just now of what they were on the different rivers. Can you say, for instance, how much per cent. they were higher than they were in 1885 and 1886?—I could not give it to you from memory. I could make it up and hand it in.*

21,546. Is it considerable?—That is the difference between what they are now and what they were in 1885.

* In fulfilment of this promise the Witness forwarded the Fifth and Tenth Reports of the Associated Shipwrights' Society. (*See* List of Documents.—G. D.)

Mr. *Hewlett*—continued.

21,547. Or considerably higher, would you say?—In some cases I should say that the difference is 4*s.* or 5*s.* a week.

21,548. Has trade been gradually improving since up till recently? Now it is on the other way a little?—It is steadier, if not on the decline.

21,549. You spoke of a method of settling disputes in future. If I understood you rightly it was that there should be a court comprised of employers and employed with an independent umpire. Am I right in that?—With an independent chairman, what I called the court of inquiry or court of first instance rather, where our grievances might be considered, and eliminated from what generally surrounds them in order to get clearly at the actual points at issue.

21,550. You called him a chairman, not an umpire?—Not an umpire.

21,551. Supposing an award was given by that court and either party refused to obey it, have you considered how you would enforce it?—I would not propose that said court should give any award. I would propose rather that it should refer it to referees with power to enforce it, and of course if anyone went into it and signed the agreement they would generally abide by whatever award was given.

21,552. Supposing either party said they would not obey it, or supposing rather they said they would, and afterwards did not (because I rather gather that something of the sort has occurred) what would you do then?—That has occurred.

21,553. I want to see whether you have thought how you would get over that difficulty?—Our opinion is that the experience of the parties who have done that has been such that it is not likely it will occur again. There will not be so much of that in the future as we have had in the past. The force of public opinion would, I believe, be sufficient in the great majority of cases to make them carry it out without any compulsion whatsoever.

Professor *Marshall.*

21,554. You would like the hours to be reduced to be eight, would you?—Yes.

21,555. But you would not like overtime to be prohibited?—We have made no regulation in reference to the overtime. We cannot say what the opinion of our members is on that matter, except this, that they do not wish any overtime at all if it can be avoided. If we have any idle men near the place, or anywhere, we send those idle men to the different places requiring men in order to avoid overtime as much as possible.

21,556. Supposing the eight hours were ordered by Act of Parliament you would not desire that Parliament should prohibit overtime, but you would leave it to be decided according to the circumstances of each case. Is that so?—I could not say what our members prefer, because they have given no decision on it from the legislative point of view.

21,557. Do not you think the matter is of vital importance?—It is.

Professor *Marshall*—continued.

21,558. Does not it make all the difference between a cast-iron eight hours law and a law that is a little more than an expression of sentiment?—I scarcely grasp your meaning.

21,559. If the law leaves it to be decided whether you will work overtime or not, does not the law practically decide nothing?—Our difficulty as far as that goes is the difficulty of seeing how the compulsory eight hours either with or without overtime is to be made applicable to all.

21,560. Quite so, but supposing it were passed, and it did not prohibit overtime, then it would not very greatly change the conditions of labour, would it?—I do not believe it would.

21,561. With regard to the cause that you gave for thinking that the eight hours' day would not lower wages, you said that the wages were as high per day, I understood, in winter when you work only eight hours, as in the summer when you work ten?—That was the old regulation of our trade that we should receive the same wages for the short winter-day as we received for the long summer-day, and it is still maintained in a number of districts at the present time.

21,562. Were there any special reasons affecting your trade tending to bring it about?—I do not know, but being the original shipbuilding trade they were as a rule pretty well organised and were able to maintain those rights.

21,563. Are not shipowners rather more anxious to get their ships finished in the spring than in the autumn?—As regards new work there is not much difference. In reference to repairs in certain trades the owners do wish to get the long day, but there is not so much difference now with the nine hours as there used to be when we were working the longer hours.

21,564. But anyhow the shipbuilding trade would be generally about as brisk in the winter as in the summer, would it? The employers would want about as much work done in winter as in summer?—We did generally as much work in winter as in the summer because in the cold weather in the outside they had to get through their work, and therefore they did, generally speaking, as much in the winter time as they did in the summer.

21,565. But I mean shipbuilders would have as much on hand generally in the winter as in the summer time?—That depends altogether on the state of the shipbuilding trade.

21,566. And taking one year with another?—It made little difference summer or winter.

21,567. So that the demand for work would be about as high in winter as in the summer?—Generally speaking.

21,568. But the willingness to work would, perhaps, be rather less in the winter than in the summer, that is to say, the cold would inflict hardships on the men which they would not suffer in the summer, and therefore in order to get the demand there might be a reason why they should offer a higher rate per hour, that is as good a rate for a shorter day?—In the winter time in the inclement weather the men cannot

Professor *Marshall*—continued.

work outside, and we suffer a considerable reduction in our wages through wet and other inclement weather, and that is the reason we have urged with our employers why we should maintain the rate as high in the winter as it is in the summer time. We suffer considerable reductions in our wages through time lost from unfavourable weather or wet weather.

21,569. What I want to get at is this: Is not the shipbuilding trade rather different from most other trades, because with most other trades there is less demand for outdoor work on the part of the employers in winter than in summer, while in your trade there is an equal demand in winter and in summer?—That is so as far as my experience goes.

21,570. In indoor trades there is no great difficulty in getting men to work in winter, and it is therefore a reason in your trade why there should be rather a higher rate per hour in the winter. Is that so?—I do not think so.

21,571. What I am trying to get at is whether the fact that you have got equal wages for an eight hours' day in the winter with those which you have got for a ten hours' day in the summer is not to be explained by the special circumstances of the trade, and does not bear on the question whether a general reduction of hours of labour would lower wages?—No, I do not think it would bear on the general question.

21,572. I thought you gave it as an argument to prove that a general reduction in the hours of labour would not lower wages?—No. Our desire is that there should be such a length of day as would require no alteration of our hours in the winter time.

21,573. It is your desire, but it is no reason for thinking that that desire would be accomplished?—It is our belief if better prospects were before us we might be able to secure the eight hours.

21,574. You have an excellent rule that you will not work overtime if you can help it while there are men idle who want work?—It is not any defined rule; it is a general custom whenever we can possibly exercise it, so as to give all idle men an opportunity of earning something as well as those who may be regularly employed.

21,575. But what class of men are they? I mean if certain men were idle who were clearly incompetent, would you require the employer to take them on rather than have overtime worked?—That is assuming what we have not found, that any men are really so incompetent that they cannot return value for the money they receive from their employer. In our trade the classes of work are so varied, the foremen generally know their men, and can judge whether they ought to give these men work or not.

21,576. So that you think the rule does not tend to force the employer to employ incompetent people, and therefore to take away the stimulus for the workers to make themselves competent?—Seeing that it is not an imperative rule, but simply a general rule carried out without any compulsion, it has not in our experience worked inimically to the interests of the employers. Wherever there is a press of work to be provided for, when there is no difficulty with the firm, we assist them to find hands.

21,577. If these men at the gates were non-unionists, would you insist on their being employed?—That would altogether depend on the district where the case occurred. As I have already told you, by our system, in vogue for many years past, we had local societies, and, as a general rule, in all our districts we have little or no non-Union men.

21,578. But if you had non-union men would you still adhere to the rule?—That would depend entirely upon the district whether they would or not. It is left entirely in each district's hands.

21,579. Do you think it would be a workable custom?—No. If the State finds it necessary for the benefit of the community, as a whole, that every child shall be educated, we would say distinctly every member of our particular trade, earning his living at our trade, ought to be a member of our Union that is supporting him in the effort to secure a fair remuneration for his labour.

21,580. That is rather a different question What you are now saying is that everybody ought to be a member of the Union?—Every member of the trade should be.

21,581. That was not quite my question. Supposing there are in the trade a great number of men out of employment who are not unionists, and with regard to whose competency you have no guarantee, would your custom against overtime, then, work?—I say that depends entirely upon the district.

Mr. *Dale.*

21,582. You say it depends upon the district as to the action they choose to take?—Yes; the action would entirely depend upon the district.

21,583. But the question was not with whom the decision would rest. If that had been the question your answer would have been a proper one—the district which was affected. But the question was whether as a matter of policy you would approve of the enforcement of the rule against overtime as long as there was a certain adequate number of non-union men out of work available?—If I really understand you rightly what we say is this: it is entirely left with the districts. I assumed your question was that there was a number of non-union men, and I say the districts act in those matters according to their usual custom and regulation.

Professor *Marshall.*

21,584. You see it really is a very broad question. We have heard a great deal about the evils of excessively long hours worked by some men in trades while other men in the same trades are idle. Now, we have heard generally of the existence of this particular custom which is to remedy that evil—that the workers in the trade should look out and see if there are competent

Professor *Marshall*—continued.

men unemployed, and refuse to work overtime in case there are such. Now, I wanted to know whether you thought there would be a practical difficulty in case the men at the gate should not be of undoubted competency. Would the rule work fairly well then? If not, how ought you to act in order to decide whether the men were sufficiently competent for you to be justified in stopping off work yourselves in order to make place for them?—The employer's foreman who has the taking on of the men has to judge as to whether the men will suit him or not.

21,585. But I am talking with regard to your action. You see a certain number of men at the gate. If they were obviously incompetent you would not dream of saying, "We will not work "overtime; you must take on these?"—The rule has not been applied with any hard-and-fast line and this case has never arisen to our knowledge. We say that we are not in favour of overtime where we have any idle men. We have never put it down, as you may say, with an iron hand. There has been a fair latitude left under the different circumstances as they arise.

21,586. I understand you to say that the difficulty has not arisen very much practically in your trade?—No.

21,587. I am now asking how far you think it is a rule capable of general application in trades in which there are a good number of people who are not obviously competent?—I do not know how it might act in such cases, as we have not had the experience of dealing with it.

Professor *Marshall*—continued.

21,588. There was one other point. You were strongly in favour of maintaining the indenture system for apprentices?—That is the general opinion.

21,589. I did not quite understand the reason that you gave for that. You said it would give inducements to the youth to work harder. Will you explain that?—No. What I said was that we thought it would be better to have properly bound apprentices, with inducements given to apprentices, and better opportunities given them to thoroughly learn their trade.

25,590. Should not the indenture system give inducements to the employer to attend to the education of the apprentices rather than merely to give inducements to the apprentices to work hard?—I said we thought under the indenture system the apprentices should get every inducement they could to thoroughly learn the trade.

21,591. Every opportunity?—Every opportunity and inducements to do so.

21,592. You do not mean that the indenture would give an inducement?—No. I may say we intend as an Association to offer apprentices inducements—either prizes or otherwise—to secure certificates at the naval architectural classes in the different ports and districts of our Association, so as to have a theoretical as well as a practical knowledge of their trade, and so that they may more thoroughly understand the construction of the vessels they are building.

The witness withdrew.

Mr. JOSEPH HESLOP called and examined.

Mr. *Dale.*

21,593. You are district delegate of the Associated Shipwrights' Society, acting for the Tyne, the Tees, Blyth, and Hartlepool?—Yes, and Whitby.

21,594. In that capacity you give your whole time to the service of the Society?—Yes.

21,595. Where do you reside?—At Wallsend-on-Tyne.

21,596. You have heard the evidence given this morning by Mr. Wilkie?—Yes.

21,597. And of course you know how very fully he has gone into all the matters connected with the constitution and operations of your Society?—Yes.

21,598. It will not therefore be necessary for you to go over the same ground. All that we should desire of you would be to supplement the evidence given by Mr. Wilkie on any special point that you may desire to touch upon?—There is one thing I would like to mention, and that is with reference to the apprenticeship question. Mr. Wilkie has pointed out to you that we believe in the apprentices having indentures. Our reason partly is that in some districts, instead of the old system of a lad or apprentice being put with a journeyman, we have got into a system in some localities of shipbuilding, where two boys are put together

Mr. *Dale*—continued.

to learn their work. That system makes them inefficient workmen. I have had to complain myself to some shipbuilders only recently about that system, and after the complaints I lodged they altered the system. We think if they had indentures they would have a better claim upon the builder, and then they could not have kept them two together, and thereby not learn the trade.

21,599. You do not mean that two boys would be turned into a shipyard and would work together without supervision, without direction, and without association with any skilled workman?—Supervision from the foreman alone.

21,600. Your complaint in that case would equally apply if it had only been one boy?—Just so.

21,601. What you are chiefly concerned, then, to bring under our notice, is that you think the abolition, practically, of the indenture system has led to there not being recognised to be any duty on the part of the employer towards the apprentice in the way of enabling him to learn his trade?—That is so, and that not having any indentures, but simply a verbal agreement from the foreman, he can be paid off at any time; otherwise the employer would have to keep him

Mr. *Dale*—continued.

and teach him his trade, or transfer him to another yard. There is no responsibility on the employer in the system that is now carried on.

21,602. Can you tell us why the indenture system ceased?—No, I am rather young to tell you that. It would be going back some time in the shipbuilding. But in the North of England, in iron shipyards, it has scarcely ever been the custom to bind them. But I am happy to say in some of the yards they are now binding the apprentices to the trade.

21,603. For what term?—Six years in some shipbuilding yards.

21,604. Take an old port like Whitby, does the indenture system continue there?—No, not in some places.

21,605. On what other point do you desire to touch?—I would like to raise the question of inspection of staging in our shipyards. In many yards, when there is a launch of a vessel, the planks, thwarts, and uprights are tossed down, not lowered down with a rope, and sometimes those planks and uprights are sprung, and just laid by, and no inspection takes place afterwards. They are often put up, and in some cases accidents happen through this non-inspection.

21,606. Are you speaking of an inspection by a foreman?—Yes, or practical man. I believe in Sunderland there is some system of inspection of planks, but so far as I know we have no inspection of staging or anything outside on the Tyne or shipbuilding yards.

21,607. Have you known any accidents arise which you think might have been prevented?—I have known planks breaking myself. I have known of thwarts that no competent inspector would allow of where the bolt has been drawn back, and it has all fallen when the man went up the staging, and he has been killed through the neglect of that.

21,608. You do not suggest Government inspection, but a system of inspection by a representative of the firm?—I would not be very particular which way it was done, as long as it put a stop to accidents.

21,609. Bringing your experience to bear upon the question, would you think it was likely to be done more continuously and more effectively by some one who was permanently employed in the yard than by a Government inspector who would at best only visit it occasionally?—No, I think if we had more inspectors and sub-inspectors appointed to look after it from the outside, it would be much more effective than a man who is under the jurisdiction of the employer inside, and therefore it would prevent accidents much better.

21,610. I only want to draw out your views. Of course you would recognise probably that it would be practically impossible to have a Government inspector always on the spot?—That is quite so.

21,611. Still you think his occasional supervision would be better than the continuous supervision of an *employé* of the firm, or perhaps you desire to combine both?—Yes, I think that is so.

21,612. You desire to combine both probably?—Yes.

21,613. Have you known Government inspectors come to the yard at all?—I have not known the Government inspector to come into the yard, and I commenced working at a shipbuilding yard when I was ten years of age. I have not known an inspector inspect staging in a shipbuilding yard during the whole of that time till the time I left.

21,614. Have you seen any notice put up in any shipbuilding yard making reference to its being under the Workshop Act?—Yes, that is so far as the machinery and the sheds are concerned. That is put up at the gates. It does not apply to staging outside of that.

21,615. Not slips or anything of that sort?—Not to building vessels, staging alongside the vessel, or anything of that sort.

21,616. You think the Act does not extend its provisions to that?—No, it does not.

21,617. Then, in fact, you are seeking a legislative extension of inspection to that which is now excluded from it?—Yes, as I said before, I would not be particular if we could save the accidents. But in my opinion that would be the best way.

21,618. On what other point do you desire to speak?—I do not know that I need say very much on the question as Mr. Wilkie has really travelled the ground on that matter. Of course I could possibly give you a lot of detailed matter as to disputes and one thing and another.

21,619. It is not necessary to do that?—There is one thing we would like which I no not think Mr. Wilkie mentioned, on the question of the Liability Act, I think I am correct in saying that our members would like an extension of time for a man to lodge his claim in; he has now six weeks. Also that he shall not be restricted to the extent of three years' wages and that the common employment between man and man should not come in to affect them.

21,620. Those are the three changes which you would like to see made in the Employers' Liability Act?—Yes.

21,621. The doctrine of common employment?—Yes.

21,622. The extension of the period within which a claim may be made?—Yes.

21,623. And the extension of the amount of compensation which might be awarded or the absence of any limit?—The absence of any limit.

21,624. Leaving it entirely to the discretion of the court?—Yes.

21,625. Do you find that the relations of employers and employed within your district are on the whole satisfactory?—Yes, very cordial. So far as these last 13 years are concerned I do not think, speaking for the Tyne men, and I have attended most of the employers' meetings in that time, that we have had any dispute since 1879 on the wages question. We have always been able by conference with the employers to arrange rises and reductions of wages as a rule.

Mr. *Dale*—continued.

And, further, we find that by the employers' associations, as a rule, better and more permanent arrangements can be made than we can get by meeting the individual employer by himself.

21,626. Therefore you think that industrial peace is more likely to be preserved in a trade by an associated body of employers recognising and meeting an associated body of workmen?—Yes.

21,627. Is there any other point on which you wish to speak before my colleagues examine you?—No.

Mr. *Burt.*

21,628. Are there many accidents in the shipyards?—Yes, there are a fair number, but I could not at the present moment give you the statistics.

21,629. Do most of them arise from the causes you have specified, namely, the insecurity of the staging and such like?—As a rule. Of course, such things as plates and beams, and other things falling down and carrying a staging down below, are likely to injure the man that is working on it.

21,630. As a practical man you are of opinion that more thorough inspection of this staging would obviate those accidents?—To a certain extent.

21,631. And you would therefore suggest an extension of the inspection system, Government inspection, as the best method of securing that?—Yes; but I may say in answer to you that in all cases it is not the fault of the employer himself. The system of piece-work is carried on in shipyards to a great extent, and in the hurry, possibly, to get this staging put up, and one thing and another, they make insufficient staging or not secure enough. So that it does not in all cases apply to the employer himself.

21,632. I quite understood that you were not alleging it as a matter of complaint; but for the sake of security you think there should be inspection which does not exist at the present time?—Yes.

Mr. *Trow.*

21,633. Would you fix any limit of the time under the Employers' Liability Act when claims should be made? Would you fix any limit or should it be open?—Certainly not less than six or twelve months.

21,634. And you would have the common employment clause entirely taken out of the Bill?—Yes.

21,635. And hold the employer responsible under all and every condition?—As a rule.

21,636. And leave the question of the amount of the compensation entirely in the hands of the court?—Entirely.

21,637. In the accidents that occur through this falling of the staging do you proceed under the Bill to recover?—In our Society, as a rule, we have had no funds to support that. It has been left with the individual members. But some societies have a fund for that purpose, and they do proceed to recover.

Mr. *Trow*—continued.

21,638. And have the members proceeded and recovered?—In some cases they have, and in others, I believe, they have not.

21,639. Is there any yard you know where no union men are employed?—In the district I represent I do not know of any non-union shipwrights in the yard.

21,640. So that you could not give us any idea as to the condition of the non-unionists compared with your own members?—No.

Professor *Marshall.*

21,641. How long does the staging stay up without a change?—Generally from half a day to two days.

21,642. So that the inspection of it by Government inspectors would be of a different kind from the inspection of machinery, would it not?—Undoubtedly.

21,643. If a machine is bad an inspector can find out the fault whenever he happens to come round—I mean machinery does not alter rapidly?—No, he would not in all cases.

21,644. But is not the task you are asking the Government inspectors to undertake a novel one, that is to examine things that are shifted from day to day?—It may be a novel one.

21,645. How many Government inspectors do you think would be required to do it?—In answer to that I said I did not expect one man would be in a shipyard; possibly one in a district; possibly one in a river.

21,646. How many times would you expect him to visit the shipyard?—All the time he has at his disposal.

21,647. How many times would he have to visit a shipyard in order to make his inspection effective of this staging that is shifted from day to day?—Very frequently no doubt.

21,648. About how often?—That I could not answer; it is a new scheme propounded.

21,649. Have you considered where his pay would come from?—From the Government.

21,650. And where would the Government get it?—From the people.

21,651. And would it not be rather an expensive way of getting a simple result?—That would apply generally to the state of matters now existing.

21,652. Are the cases quite on all fours? Are you not proposing an inspection that would be of no value unless the Government inspector was continually going round to see whether each new shifting of the stage was properly done?—No, for this reason, that if they knew there was an inspector there to inspect, possibly the men would be more careful and the employers too, and better staging would be put up.

21,653. You think they would be more afraid of the inspector than they would of death?—Scarcely. That is one question on which I think you misunderstood me, I said inspecting the uprights and planks as well as the staging. I

Professor *Marshall*—continued.

only illustrated about a bolt being out of an upright where the thwart tipped up.

21,654. That is what I understood you to say at first. But afterwards you spoke of piece-work inducing people to put the stages up hurriedly

Professor *Marshall*—continued.

and then I thought you proposed that Government inspectors should correct the over haste of piece-work; and that I thought was impracticable?—No, I only mean that accidents happen by the hasty putting up of stages.

The witness withdrew.

Mr. ALEXANDER LAW called and examined.

Mr. *Dale.*

21,655. You are the chairman of the Clyde District of the Associated Shipwrights' Society?—Yes.

21,656. Not like the previous witness, a district agent, giving your whole time to the service of the society?—No. I follow my usual employment, only meeting occasionally, once a month.

21,657. Your usual employment being that of a shipwright?—Yes.

21,658. I think you desire more especially to direct your evidence to the dispute of 1877, and the lessons to be learned therefrom?—Yes.

21,659. Have you before you the summary?—Yes.

21,660. Perhaps you will proceed to tell us what, in your experience, you found to be the causes of disputes, &c.?—As to the cause, the summary expresses fully what my own opinion would be in every respect. I have found in my experience that the causes of disputes arise from opposition to reduction of wages by the workmen; also from opposition to increase of wages by the employers; and I have found disputes to be caused by the employers not cordially meeting with representatives of the workmen when requested to do so, to discuss questions at issue, with the view of preventing any extreme measure being taken. An instance is the dispute in the shipwright trade on the Clyde in 1877, when a request was made for an advance of one penny per hour. Had the employers met the representatives of the workmen as requested, arrangements could have been made to prevent what afterwards proved a disastrous dispute. Extreme measures were taken by the Glasgow shipwrights leaving their work on the 4th April of that year. Before doing so, however, they offered to submit their case to the arbitration of neutral parties. Then as to the development. The dispute was confined to the local port till 19th May, when the employers developed it by locking out all workmen in the various branches of shipbuilding over the river from Glasgow to Greenock. This state of matters continued till 22nd September 1877, when the Employers' Association ultimately agreed to arbitration of neutral parties. The Shipwrights' Organisation consisted chiefly of an executive committee, a council embracing representatives from the various ports on the Clyde; and district and branch committees, all subject to the control of the executive council. The cost of the dispute was, in loss of wages to the shipwrights, 59,000*l.* and there was paid away in strike

Mr. *Dale*—continued.

allowance 10,000*l.* As to prevention, I am convinced from experience that in order to prevent disputes and to obtain the necessary due respect from the employers, workmen require to organise themselves with a consolidated method of union, which will enable them to rebut the stern realities and difficulties which crop up from time to time. A standard rate of wages amicably agreed upon by employers and employed (for fixed periods) would, in my opinion, also prove most beneficial for both parties. When disputes do happen I would strongly favour submitting all cases to conciliation or arbitration boards.

21,661. Would you like to enlarge upon this at all?—I would just like to give my experience. I am pretty advanced in years; a good deal older than any of my colleagues here along with me. I would like to make one single remark upon the position of affairs when I went to serve my time as a shipwright, and at the present time my old apprentice master, Mr. John Wood, took a delight in just coming in touch with his men and his apprentices. He took us up to his own house, and educated us, gave us the means of attending to drafting and mathematics, and altogether liked to be in touch with his men. And I simply say this, that I think the cause of our present disputes is that the masters are not so well in touch with the *employés* as they were when I was an apprentice. I think that would prevent disputes completely.

21,662. Do you attribute that to the scale upon which industrial enterprises are now conducted, and perhaps the Company form which they take?—Yes.

21,663. Would you think it almost inevitable, having regard to the scale on which they are conducted now as compared with your early days, that there could not be the same intimate knowledge on the part of the employer of each man, or the same close and friendly intercourse?—I do not see anything at all to prevent it. I I think it might be equally the same as it was when I was apprenticed.

21,664. About how many persons were employed in the yard in which you were apprenticed?—There would be between 60 and 70.

21,665. And what number are employed now in one of the great Clyde yards?—About 1,500, the same yard.

21,666. Probably in those days arbitration proceedings, or anything of that nature, were almost rendered unnecessary, owing to this very closeness of contact?—Totally unnecessary.

Mr. *Dale*—continued.

21,667. And perhaps what we may have to seek is not a restoration of what was possible then, but a substitution for what then answered the purpose?—Yes.

21,668. Do I understand you to say that on the 19th May 1877 the employers extended the strike into a lock-out in regard to all workmen in the various branches?—Yes.

21,669. Not shipwrights only?—Not shipwrights only, all other workmen in the shipbuilding industry.

21,670. Was that as a matter of fighting policy or a matter of necessity, because the other trades could not be employed in the absence of the shipwrights?—A matter of fighting policy.

21,671. What was the form of arbitration then adopted, one arbitrator or what?—Two arbiters and an umpire. That was the policy adopted.

21,672. Were the two arbiters connected with the trade?—No, unconnected, disinterested entirely.

21,673. They were not really advocates of each side?—Mr. Lloyd Jones represented our side, and Mr. White, of Overton, was for the employers.

21,674. Who was the umpire?—Lord Moncrieff.

21,675. Did it result in an advance being given?—No. We returned to our work in the position we went out.

21,676. Is there anything else you would like to add?—Nothing particular.

Mr. *Burt.*

21,677. You think that some of the difficulties that arise between employers and employed might be removed if the employers were brought more closely into contact with the workmen than they are?—I do; more in touch with the men. The strain that we have between capital and labour I think could be alleviated materially if the masters were more in touch with the men.

Mr. *Burt*—continued.

21,678. As a matter of fact, do the workmen now ever see the employers in the yard?—Oh, yes.

21,679. The direct employer?—Yes, they do. They come in contact with them very often in the yard.

21,680. But this great development of which you speak—the numbers having increased from, say, 70 to 1,500—will in itself add to the difficulty of the employer coming closely in contact with each individual workman?—To an extent it would, yes. What I refer to is that it was entirely timber when I served my time. It was before iron was introduced at all. I look back to about 1846.

21,681. Do you think, under the altered conditions, something in the nature of boards of conciliation and arbitration would be effective in the way of adjusting differences?—Decidedly.

21,682. And I understand that your testimony is strongly in favour of that as a manner of settling differences?—It is, decidedly.

Mr. *Trow.*

21,683. Is it a company now who owns the yard, or an individual employer?—It is an individual employer.

21,684. Who owns it still?—The sole partner of Russell & Company is W. O. Lithgow.

21,685. He is the sole owner?—Yes.

21,686. How do the wages compare now with the period when there were such good relations between employers and employed—when you were apprenticed?—About 21*s.* a week they were then.

21,687. What are they now?—36*s.*

21,688. So that the conditions are really better now than they were when there was such a good understanding?—Undoubtedly, considerably.

21,689. Would you like to go back to that condition again?—I do not think it.

The witness withdrew.

Mr. Richard Gould called and examined.

Mr. *Dale.*

21,690. You are secretary of the Portsmouth branch of the Associated Shipwrights' Society?—Yes.

21,691. Do you give your whole time to the service of the Society?—No.

21,692. Do you work in Her Majesty's dockyard there?—Yes.

21,693. As a shipwright?—Yes.

21,694. You were here when Mr. Wilkie gave his evidence, I think?—Yes.

21,695. You would notice that a little hesitation arose as to some part of his evidence relating to service in Her Majesty's dockyards?—Yes.

21,696. Perhaps it might be convenient for me to say, on behalf of the Commission, that whatever evidence it would be proper for us to receive in regard to any other great industrial

Mr. *Dale*—continued.

establishments, we can receive in regard to Her Majesty's dockyards; but that we have no special functions in relation to the dockyards that we have not in relation to other industrial establishments. Although we are a Royal Commission, and in that sense a semi-public body, we are not thereby constituted in any way a Court of Appeal in regard to the terms of service in Her Majesty's dockyards. We just wish you to understand that evidence as to service in Her Majesty's dockyards as illustrating industrial relationships and conditions, is receivable by us just as it would be receivable in regard to any private establishments—neither less nor more.

[(Mr. *Wilkie.*) Will you allow me to state that when we were discussing this with various

Mr. *Dale*—continued.

members of Parliament, they recommended that we should lay this matter before you, because it is a matter of dispute with the Government, and of course we have no power to stop the wheels of progress; and it is only by reference to such a Commission as this that we can bring forward grievances which the men in the dockyard complain of.

(Mr. *Dale.*) I think you must accept what has been just stated as indicating the proper limits of our function.]

21,697. (To *Mr. Gould.*) The memorandum you sent in of the evidence you desire to give is a very skeleton one, and not one from which I can examine you. I can only ask you what you desire to say to us as regards conditions of labour?—You see we are situated somewhat differently to private employers. We are in the employ of Her Majesty's service. We have no real trade disputes according to the literal meaning of the word. We had a grievance, as Mr. Wilkie told you, as to the conditions under which we work, and those points appear in the summary under the headings of tonnage and piece-work. If I may be allowed to do so I will illustrate the systems for the information of the Commission. The tonnage system was introduced about four years ago, and it has no doubt created a great amount of discontent in the dockyards owing to its unsatisfactory nature. I mean that the men are placed upon this class of work—tonnage—and they do not know what prices they are to receive. They actually do not know what price is given for the work; they are told to go and do it.

21,698. You must assume in your answers that we have no knowledge of the system that did exist, or of the system which now exists; so that you must make it a little more clear what the change has been which you think is undesirable?—The change was made in this way. Hitherto in the dockyards all the work was done by day.

21,699. Up to what period?—Up to the period of about 1887 or 1888 as far as my knowledge extends, and since then they have introduced, as I have told you, this system of tonnage or mere taskwork; I believe it is done in some other places in the kingdom. The bone of contention is that the men ought to be a party to the arranging of the prices and such like; but in a dockyard we have no voice in arranging prices.

21,700. Does "tonnage" mean a piece-work system?—It is a class of piece-work, but it is by the weight instead of by the measure. That is the difference.

21,701. The weight of what?—The weight of material placed in the ship. What scale you are paid by I cannot tell, and no one else of the workmen, because we are not given that information. Therefore it is very unsatisfactory. Two men might be employed on the same job, and one man might receive a considerably larger amount than his fellow workman. That is what has caused so much discontent. I am sorry

Mr. *Dale*—continued.

that your power is limited in that respect, so that I cannot go into it fully.

21,702. Go on?—Of course I could give you instances of the amounts received and so on if that would be of any value.

21,703. You have spoken of a sort of general grievance which perhaps might be explained a little further. First of all, are you speaking of Portsmouth dockyard only?—No; the whole of the dockyards.

21,704. Up to 1888 in Her Majesty's dockyards work was paid for by day?—By day, with one or two exceptions.

21,705. Then you say at that period a change took place?—Yes.

21,706. Substituting for payment by day, payment by I will call it piece, for it is in effect piece-work?—It is always designated by the name of "tonnage," because there is another system which we call piece-work.

21,707. But tonnage must mean piece-work, must it not?—Yes.

21,707*a*. Payment by result?—Payment by result. What I call your attention to is, that we do not know the prices.

21,708. Payment by piece is regarded as a grievance?—Yes.

21,709. Shall I say it strains the relationships between the employing body and the men employed?—Yes, quite so.

21,710. Does that grievance arise chiefly from their not knowing how the payment that is made to them is arrived at?—Generally.

21,711. Was the result to lower the rate of earnings or not?—No, it is not lower, but practically speaking it is no rise in another sense, because the amount received is very, very small, and the men, as naturally would be the case in all instances where men are employed, as it were, for themselves, will over-exert themselves more than they would in order to get a little more money if an inducement is held out to them, but the result is that they get little or nothing.

21,712. I asked you whether the result of the change had been to give a man more or to give him less for an ordinary day's work?—It is more, but it is so very small that it is hardly worth mentioning.

21,713. You say it is a little?—I will give you an instance of the percentage. I will quote the name of a particular ship if you wish it, a large battleship in one of Her Majesty's dockyards. The average percentage on her was $2\frac{1}{5}$ per cent. over the day pay.

21,714. Do I understand you to say that the system is that you still maintain the day rates that formerly prevailed, but that they are supplemented by some percentage?—Yes.

21,715. Should I be right in concluding that in no case now, would a man receive less than he received before?—Under the tonnage system; but that does not apply to the piece-work.

21,716. Under the tonnage system he would not receive any less than he did before?—No; I have not known any instance of it.

21,717. He would receive his former rate plus some percentage?—Yes. Then there is the

Mr. *Dale*—continued.

piece-work system, which is another system. I should like to distinguish between them. The tonnage system is when they are building the hull of the ship—the iron and steel material—that is called tonnage. The wood is called piece, and that is the distinction between the two systems. Now this piece-work is another system under which we do not know what prices are applied to us. That is a grievance again. Men are set on a job, and they are not absolutely certain of the price. They find it out by knowing what they receive and the number of feet done. They can only jump at a conclusion. They have no schedule of prices published for their information. That is the grievance.

21,718. You have told us, in regard to the tonnage system, that the wages, or the earnings at any rate, are calculated according to the former day-work system, plus some percentage?—Yes.

21,719. But how that percentage is arrived at you do not know?—No, I do not know.

21,720. In piece-work is there also a calculation of the earnings according to day wages?—Yes.

21,721. Plus a percentage also.—Yes; how arrived at we do not know. We have no voice in arranging the price, and that is a great bone of contention. I know of instances where a body of men have been reduced below their pay, and have not any voice in arranging the prices.

21,722. I thought you said the system you had described assured to the man his day's wages?—That was the tonnage, not the piece-work. I made that exception, I think, that the piece-work was different to the tonnage.

21,723. In the piece-work a man runs some risk, does he not, as to what he may earn?—He does to a certain amount, which he does not know exactly. He will get it by calculation—by the result of what he gets the first pay-time, and then he makes his calculation afterwards. But he does not know for a certainty what his real money is to be—how much per foot he is to get. He is told in an unofficial manner that it is so much, and he works accordingly.

21,724. There is no assurance that it will be as much as his day wages would have come to?—No assurance. Only I should like to say that generally speaking it is more. But the unsatisfactory nature of it is in this, that we do not know what we are working for. We are working in the dark with no voice in arranging that. That is the bone of contention.

21,725. The contract of service is to pay a certain day's wages, and the employer has merely voluntarily chosen to supplement that by some bonus which he hopes will act as a stimulus. Now you cannot regard the bonus as necessarily a subject of actual agreement or arrangement; it may be a matter of mere voluntary gratuity and addition?—Then how do you account for the fact that a certain gang of men were reduced below their day's pay?

Mr. *Dale*—continued.

21,726. You told me, I think, just now that that was very seldom?—It has happened, and we do not know when it will happen again.

21,727. At any rate you think the system you have described is unfair, and you know it to be giving dissatisfaction?—Yes, quite so; widespread dissatisfaction. Then there is the wages question. Considering it from a trade union point of view, we think the men should be paid equally; and as previous witnesses have told you, an employer or an officer in the yard, a foreman or a manager, can find that class of work that is suitable for all the different classes of men like shipwrights, and get good return for his money. In the dockyard our work is of a very varied character, very complicated. As you are aware our ships now are more like floating hotels than floating vessels of the olden time. Our work is so complicated, and there is such a variety of it, that there is no trouble for an average intelligent man giving a good return to the Government for his money. There are good men, what we might call extra good men, if there is such a thing, but we do not claim that there is much difference in the quality of the men; of course there may be some who are a little faster than others, the average is from 29*s.* 6*d.* to 34*s.* That is the greatest bone of contention.

21,728. I do not understand what is the last bone of contention?—The number of rates of pay received by men doing similar work.

21,729. You object to the classification of men into more or less skilled or competent?—No, it is the classification of money not of men. They do not classify men; that is where the mistake comes in. It has been admitted by Mr. Forwood himself, if I may be allowed to use his name, that our trade would admit of no classification whatever. Yet we are classified in price, and that is the grievance which exists in the dockyard. It happens to be by chance. The man who gets the maximum rate gets it more by chance than by merit.

21,730. What is the chance that comes in his way?—Well, it is hard to define. It is by chance, and that is all I can tell you.

21,731. Describe the conditions under which the man is working, or what happens to the man who gets the lucky chance. Is he put to a particular kind of work, or what happens to him?—Nothing, as I tell you. I imagine somehow that the man must be a favourite. I do not wish to commit myself to that point, only there must be something in that, because I can give you instances—myself, for instance. I have worked by the side of a man for eight or nine years. When this rise of pay took place my fellow workman got a shilling a week more than I got myself. I do not know how it is, I can give no illustration further than that. It is causing a lot of discontent, and as I said, we desire to lay it before the Commission.

21,732. The word "classification," perhaps, rather misleads us. Classification usually implies

Mr. *Dale*—continued.

grouping according to some kind of system and rule, whereas you do not mean that?—No.

21,733. What you complain of is that there is no system or rule?—No.

21,734. Then what you wish us to understand by classification is simply this: that in addition to the other grievances that you have alluded to there is this grievance, that men working side by side, apparently having the same skill and the same responsibility, are paid at different rates; is that so?—Quite so, doing exactly the same class of work.

21,735. And that two men paid equally may discover some day that one of them has had his wages advanced?—Yes, he may do that. They are chances.

21,736. You say it does happen?—Yes. I did not exactly understand your question at first; I see it now. He does find at some time that wages are accidentally advanced. That is the point.

21,737. Would you like to meet with an accident of that sort?—Yes. Of course I see now clearly that this Commission has not the power. If it had been a committee of inquiry then we would have given more detail. I daresay I could let you know how it is brought about in some instances, but it would not be wise.

21,738. What else do you wish to say?—There is another thing which we think is very unjust. and that is in cases of competition, at least examinations for officerships of any kind. There is what they term qualification marks, that is, there is a discretionary power left in the hands of the local officers of the yard to grant or to give to any particular person marks. This, again, must be favouritism, or I conceive nothing else, because there is no merit to deserve it from one more than the other. But they have got the power to give him 400 marks as recommendation marks upon the examination, or, more rightly speaking, I should say favourite marks, because it is nothing more, and is to the disadvantage of another equally energetic and zealous candidate for the examination. So that, we consider, will be a point that we desire to lay before you for the discontinuance of that. It is very unfair that one man should have 400 marks to start with to another man's nil in any particular examination for a certain job.

21,739. What sort of examination is this?—For officers of the yard, draughtsmen, or inspectors, shipwrights.

21,740. The competitors are shipwrights?—Yes, hired shipwrights or established shipwrights, as the case may be. Some get the preference of receiving 400 marks to start the examination with, as a qualification from their superior officer, and we think this should be abolished.

21,741. I suppose there is some reason given for it?—We can assign no reason. We are kept in ignorance of all these reasons. I am as sure of this as I am of things in general, that this person who may get it does not get it by merit, any more than another man who does not get it who is worth it. He is worth it, as far as merit is concerned, as much as the man who gets it. But, as I say, there is that favouritism introduced, which we consider is very unjust and should be extinguished—that gives the man an unfair advantage over his fellow. Then there is a system of overtime which has of late been introduced into the dockyard. I may state that there has always been a certain system of overtime. But it has never been adhered to except in case of necessity which the service demands. Of course, in Her Majesty's dockyards and arsenals overtime is sometimes necessary, because there is a certain class of work that must be done at a certain time. But they have introduced systematic overtime. They have been working shifts of men all night, and likewise Saturdays. One of the great things that the men complain of is being kept on after their usual hour, 2 o'clock, on Saturday.

21,742. The working by night would be by a second shift?—Yes, a second shift. Some men work all night.

21,743. Would the night-shift be paid at a higher rate than the day-shift?—Yes, they are paid at a higher rate. The first three hours and a half constitutes half a day, and every half an hour over that is one-twelfth of a day, and every hour is one-sixth.

21,744. What are the ordinary hours of labour in the day time of a shipwright?—51 hours, 25 minutes per week.

21,745. Is Saturday a short day?—Yes, 2 o'clock Saturday afternoon. We consider it is unfair to introduce systematic overtime.

21,746. The systematic overtime which you seem to be describing is rather a double-shift?—Not quite so. For instance, at present in a great many of the dockyards the men are detained until 8 o'clock in the evening, and on Saturday afternoons till 5 o'clock, and such like.

21,747. But you dwelt upon the systematic night-work, which is a double-shift system, as if it were a branch of overtime?—Yes, and likewise the evening time as well.

21,748. But are not the two things very different in their incidence and operation?—I put them in two classes. You see in a large firm there may be two or three ships, and on one ship the night-work is carried on, and on the other ship there is an extra quarter of a day.

21,749. There may be very good reasons for that?—We do not complain so much about the double-shift.

21,750. Many of the objections that we have heard taken here to overtime have reference to that system of giving to some men an undue amount of work, and keeping other men without any work at all; whereas, of course, your double-shift system (it may or may not be desirable) has not that effect at any rate?—No. Then there is a question of the manner in which we ventilate our grievances. I told you, in the first instance, we never have any trade disputes, not actual trade disputes, in the dockyards. We do it by petition. I have a form of one here (*see Appendix* 45.) I do not know whether it would

Mr. *Dale*—continued.

be any information to the Commission. That is the method which we adopt with the Admiralty.

21,751. You put this in rather as showing the form in which persons employed in Her Majesty's dockyards lay before the authorities any grievances, and seek any remedies?—Yes; I thought I would hand that in.

21,752. You do it by way of petition, addressed to the Lords of the Admiralty?—Yes, that is the only remedy we have. We thought this Commission would act as a mediator between the *employés* of the dockyard and the Government. That was the idea. Then there was a checking system we should like to bring under the notice of the Admiralty, because we feel convinced, as workmen, that the Admiralty do not know that such systems are carried on. I once heard that a Sovereign suffering from indigestion had caused a man to have had his head taken off. I think it was an English King. Now it wholly and solely depends upon the disposition of the officers in the yard who come in in the morning rather indisposed (I do not want to commit myself, but I must say it), and accuse a man of being idle, and the man in some instances has a shilling a week taken off his pay. That is a very bad grievance. We think it is un-English and unwarrantable. I am specially told to mention that point, because it is a practice that prevails very commonly now in Portsmouth Dockyard.

21,753. You complain, as I understand (correct me if I do not state it accurately) that when you receive your money you find that there has been a deduction by way of fine for some alleged offence, and that there has been no opportunity afforded you of showing that no such offence was committed; is that so?—Yes.

21,754. Would there be a right of appeal after the reduction had been made, to have it refunded?—Through the courts of law.

21,755. In no other way?—Yes, there is an appeal, but it is only a formality. There have been instances where men have been reduced, and they have appealed, and of course the decision is upheld without hearing any evidence. The decision was upheld by the responsible officer. The men were not heard either for or against, which is very unsatisfactory.

21,756. You say a man might appeal?—Yes, he might appeal through the ordinary channel. I cannot give you any instance of where the decision has ever been changed. It has always been adhered to. What we consider is this, that the Admiralty should recognise the right of Trade Union officials to intervene in such cases and say that they might state the case instead of the man who is affected. We think it very unfair that a man should be called upon before a board of officers by himself, if he makes an appeal. We consider there is no possible chance at all for that individual without any representative man who will help him through his case.

21,757. What is the general attitude of the dockyard authorities towards trade unionism. In the first instance, they would not exclude from employment a member of a trade union?—No.

Mr. *Dale*—continued.

21,758. You are yourself the secretary of a trade union, and you are in employment?—Yes, they will not exclude anyone; I do no know of any case where they have ever excluded anyone.

21,759. But they do not recognise it?—No, we desire that they should in some sense.

Mr. *Gerald Balfour.*

21,760. I am sorry I was not here when you commenced your evidence, but I gather that that evidence chiefly consisted in the enumeration of the grievances which you think the dockyard men at present suffer under?—Quite so.

21,761. As compared with the men in private dockyards?—Quite so.

21,762. Should you say generally that the men employed in the Government dockyards are worse off than those employed in private dockyards?—Yes, we think they are. I think they are; that is my opinion. Do you want a further illustration?

21,763. I shall be glad to know in what particulars you think their position is inferior to that of men in private employment?—It is in this wise. It is clearly understood that I am not dealing with the whole of the dockyard men, but only the shipwrights. Now, we are paid very low rates of wages in comparison with private firms outside. We are 4*s.* $2\frac{3}{4}d.$ below the lowest average of the largest firms in the kingdom, and we are 10*s.* $2\frac{3}{4}d.$ below the average of the highest.

21,764. Per week?—Per week.

Mr. *Dale.*

21,765. Are you taking the bonus or percentage into account when you say that?—Yes, we take all that. A man must be 12 years in the service before he can obtain a bonus, and then if he voluntarily leaves he receives nothing.

21,766. I was speaking of the percentages which you spoke of under the tonnage system?—Yes, we take that.

21,767. You are reckoning the percentages under the tonnage system or the piece-work system as part of the earnings of the dockyard shipwright before you institute the comparison between his earnings and those of the shipwright in the private yard?—Yes, of course, we take that all into consideration. We put one against the other and let the thing go as a standard wage. We are taking comparisons from the standard wages.

21,768. Then you are taking that?—Yes, it would fare worse otherwise, because the average given for men outside, as I daresay you have heard on this Commission, is far greater than we get.

21,769. You are not making it clear at all. You told us that under the tonnage system certainly, and as I understood also to some

Mr. *Dale*—continued.

extent under the piece-work system, a man has added to the standard day's rates certain percentages which augment his nett earnings?—Yes.

21,770. I am asking you whether, comparing the nett earnings of the dockyard shipwrights, you include in those nett earnings the percentages?—Yes.

Mr. *Gerald Balfour.*

21,771. Would your Union allow its members to accept these lower rates of wages if they were employed in private dockyards?—No, not now. We have a standard minimum which we consider is sufficiently low, and that is 5*s.* 2*d.* per day or 31*s.* per week.

21,772. But that is a higher rate than you get in the Government dockyard?—No. That is 1*s.* a week above the minimum rate laid down by the Admiralty.

21,773. The wages, then, that you receive in the dockyards are above the minimum rate of wages recognised by the Union?—In some instances.

21,774. But not in all?—You understand we are classified.

21,775. The Union does not insist upon its rules being carried out in the case of men employed in the Government dockyards?—Of course there is no definite rule in the constitution of our Association to that effect. Each district governs its own affairs in that respect on the wages. If a district thought fit they would decide it whichever way they thought right.

21,776. But as a matter of fact the Union has not attempted to interfere with the terms which the Government offers and which men are prepared to accept in the Government dockyards?—Of course, we have not directly interfered, but we have a resolution, as I told you, that we do not allow our members to go for less than 31*s.* a week or 5*s.* 2*d.* a day. That is the only interference which our Union has taken. We have not had a general interference—an absolute refusal on the part of the men to go to work, if that is what you mean.

21,777. If a man belonging to the Union were offered by the Government authorities wages under the standard rates would he leave Government employ?—Of course, I never saw the case tried. I believe if he is true to his allegiance he would.

21,778. Now, if you are, as you say, worse off in Government employment than in a private dockyard, is there no difference in the skill of the men who are employed at the two classes of establishments respectively?—That is rather a difficult point, I think.

21,779. I will put it in this way. I do not wish to ask a question which it would be invidious for you to answer. Would a man who is now employed in Government dockyards prefer to get employment in a private dockyard instead, if he could?—That is almost as bad. I can hardly see your point now.

Mr. *Gerald Balfour*—continued.

21,780. I will put it still more generally. Do you consider the conditions of employment in Government dockyards inferior to the conditions of employment in private dockyards?—As far as wages are concerned, of course, as I stated it.

21,781. Speaking generally?—Yes, I think so generally.

21,782. You think the position of the workmen in a Government dockyard is inferior?—Yes, I do, taking everything into consideration.

21,783. Inferior to the position of a workman in a private dockyard?—Yes.

21,784. Do you under those circumstances think it would be desirable to bring private dockyards under municipal or national administration?—No, decidedly not.

21,785. You are against any proposal of the kind?—I am not in a position to answer that.

21,786. You would not be in favour of what is called municipalising or nationalising dockyards?—No, I do not know that I should be.

Mr. *Burt.*

21,787. I would just like it to be made clear with regard to the change you speak of from day-work to tonnage-work. When was it that that change took place?—I may not be accurate in the date, but in was in the year 1887 or 1888. I think it was about then. Do you mean the tonnage has been substituted for day-work entirely as I glean from your question?

21,788. No, I understood that was only in some cases?—That is so, that is the point.

21,789. Now I do not quite gather whether the complaint is against piece-work in itself or because of the want of its being clearly defined?—It is both. It is because we consider piece-work does not make us better men. It adds to our old age I might say before it should do. We have to work harder, and the consequence is that we are doing more work, which other men should be employed to do. That is the general system under which we try to govern our Association—that no man shall work piece-work or overtime if there is an idle man to be got. Therefore we say the same thing ought to be applied to Her Majesty's dockyards as well as to private firms.

21,790. Then in addition to that I understand your complaint to be mainly that you do not know exactly the conditions as to the scale upon which you are working until you actually get your pay?—That is it.

21,791. That is the main complaint?—That is it.

21,792. Then is it also because while you have the stimulus, if we may use the term, of working by piece-work rather than by day, you do not get anything like an equivalent in extra payment for the extra work that you do?—No; we do not.

Mr. *Burt*—continued.

21,793. And you complain, too, of inequality between one man and another, and of that inequality being of an arbitrary kind, that it does not follow any fixed rules ?—No.

21,794. One man may be selected for no obvious reason, and be paid higher than another who is doing exactly the same kind of work ; is that so ?—That is it ; that is just the point.

21,795. That is the complaint ?—Yes.

Mr. *Trow.*

21,796. I suppose you would not object to piece-work if you had a share in fixing the rate and knew before you commenced what you were going to receive ?—Yes, I would, if I give you my own personal opinion.

21,797. But what about the men generally ?—Yes ; the men would upon principle. They would object to doing piece-work. They believe in doing a fair day's work for a fair day's pay, and no piece.

21,798. But they would not complain so loudly if they had the same opportunity which men have in private firms of regulating it ?—Decidedly not ; because they would then be able to govern it if they had the same opportunity.

21,799. By what standard are the men engaged in the dockyards judged ? Is there any standard of qualification ?—Only upon entering. They have to go through a medical and professional examination of their trade by an expert—by a foreman or an officer or inspector. He asks them some questions and they have to go through a practical and theoretical and medical examination.

21,800. There is no such examination in connexion with a private firm, is there ?—Not to my knowledge.

21,801. And it is not the same special class of work generally, which is done by the Government in the Government dockyards ?—Take the case of the ordinary war vessels of the modern type—we commence and finish them

21,802. But this examination should guarantee to the Government a superior class of workmen, should it not, as compared with others ?—Decidedly so ; it should, and we are told it does.

21,803. That you are of a superior class ?—Yes ; we are told so by the authorities.

21,804. And yet in spite of having to undergo this examination and being told that you are of superior class of workmen, you get an inferior rate of wage ?—Yes : considerably.

21,805. And you think in justice you ought to receive a similar rate to the men outside at least ?—Yes, that is the point ; we ought to be paid the current trade union rate of wages, we consider, seeing the class of work we have to do.

21,806. And that your officials should have some voice in fixing bargains ?—Yes.

Mr. *Abraham.*

21,807. Have you any compensating element whatever to make up for this loss of wages as compared with the wages earned by men working with private firms ?—You mean with regard to the establishment, I suppose. But you will understand that there is 1*s.* 6*d.* per week taken from the men's wages to compensate for that establishment. That is the only thing. I believe there is too much importance placed upon that.

Mr. *Abraham*—continued.

21,808. Does the Government add anything to the money deducted from your wages towards that establishment ?—Not to my knowledge.

21,809. Then, if that is so, that is no advantage whatever, because it is an advantage reaped from your own money ?—Perhaps I may give you a further illustration of that. Suppose a man is receiving the maximum rate of pay, 34*s.* a week —a hired man, understand. When he is established he will only receive 32*s.* 6*d.* a week. No matter if he is taken on the establishment at 22 years of age or 45 years of age, he has to allow that 1*s.* 6*d.* to go off. We are not in possession of accurate information (if the Government will supply it we shall be able to work out our point more clearly)—but we are told that there are only five per cent. live to enjoy this pension afterwards, taking the young with the old.

21,810. Then you enjoy something in the shape of benefit, I understand ?—Yes, after 60 years of age.

Mr. *Dale.*

21,811. Do I understand you to say that the man, who has been admitted on to the permanent staff might be receiving 34*s.*, minus 1*s.* 6*d.*, whilst the other man who has not been so received on to the permanent staff would also receive 32*s.* 6*d.* ?—No ; I did not say that.

21,812. How much would he receive ?—He would receive in some instances 31*s.*, 32*s.*, 33*s.*, 34*s.*

Duke of *Devonshire.*

21,813. Cannot you compare two men of recognised equal skill and experience, one on the establishment and one not ?—As I said to the Chairman, the hired man receives 34*s.* a week, and the establishment man receives 32*s.* 6*d.* ; that is the difference.

Mr. *Dale.*

21,814. If there are two men, neither of whom are on the establishment, each receiving 34*s.* a week, and one of them passes on to the establishment, would he then continue to receive 34*s.* minus 1*s.* 6*d* ?—Yes.

21,815. And the other one would continue to receive the 34*s.* without deduction ?—Yes, that is the difference. One would be entitled to the pension and the other would not at the age of 60.

21,816. Then have you any reason to know whether an insurance society would insure to a workman the same benefits that the Government offers on exactly the same payment which Government deducts ? Have you any knowledge on that subject ?—No, I cannot say that a have ; not sufficient to inform the Commission

Mr. *Dale*—continued.

upon. I have a faint knowledge of it, but not sufficient to justify my speaking upon it.

21,817. Therefore, the question of whether the Government does anything depends upon the answer to that question?—Yes.

Mr. *Trow.*

21,818. Will you kindly say whether a man receives anything besides the pension for this 1*s.* 6*d.* a week deducted, which appears to be a very large sum, is there any death allowance—allowance for sickness or anything?—No, there is no death allowance only in the case of a man being killed in the execution of his duty. Then the widow would receive, I think (I am not absolutely certain), 12 months' pay, and they may then reduce it down to a pension of so much. I have the Treasury Minutes here, but it would take too long to read. "Compensation "to widows not to exceed $\frac{10}{60}$ths of the "husband's salary and allowance or 10*l.* a year "whichever is greater, and gratuity to children "not exceeding 1*l.* multiplied by the total "number of their years, starting from their "ages at the time of their father's death and "ending with 15 years, the total gratuity "not to be less than 10*l.* or more than 50*l.*" That is what they would get in case of the father getting killed.

21,819. What is the pension received by a man himself after 60?—One day's pay for every 10 years established time per week at the age of 60. A man with 30 years established time would receive three days' pay per week. At 5*s.* a day, for illustration, that would be 15*s.* a week. Of course, that would be his pension weekly.

Mr. *Abraham.*

21,820. For that 6*s.* a month which is deducted is there any other compensation except the pension and what is paid to the widow if a man is killed?—For accidents you receive half pay and surgeon's attendance.

21,821. Now, after thinking the matter over, could you answer the question which the Chairman put you; have you any means of knowing whether if that money were paid to an insurance company the men would receive more for it than they do from the Government?—I think we could. I think we could obtain more. I may tell you that we have in existence a society called the "United Labourers' Superannuation Society." At my age of life if I paid 2*d.* a week I should get 9*s.* 2*d.* a week pension at the age of 60.

21,822. That is a distinct advantage over the Government assurance?—Yes.

21,823. Have you been working in other yards outside Government work?—Yes.

21,824. What is your opinion with respect to the quality of the work done? Is it betterin a Government yard, or otherwise?—I should like to answer that, but I never had the experience of working upon Government work outside Government yards.

Mr. *Abraham*—continued.

21,825. That is not my question. Can you make a comparison between the work done in yards not under Government and yards belonging to the Government?—I am not in a position to state.

Mr. *Dale.*

21,826. I thought you said you had had no experience of work except in a Government yard?—Not at Government work.

Mr. *Abraham.*

21,827. I asked you if you worked at your trade in yards other than those belonging to Government, and I think you said "yes"?—Yes, I have done so but not upon Government work.

21,828. As to the quality of work done when you were employed under other employers, and when you were employed for the Government itself; which of those is superior?—Now, I understand your question. As far as our trade is concerned there is no difference whatever in my estimation.

Mr. *Dale.*

21,829. As far as your trade is concerned?—As far as our trade is concerned.

21,830. No difference?—No difference, no.

Mr. *Abraham.*

21,831. Will you kindly explain what branch of the shipbuilding trade you belong to?—Shipwright.

Mr. *Dale.*

21,832. When did you pass into Government employment?—In the year 1881.

21,833. And have been in it ever since?—Ever since.

21,834. At Portsmouth?—At Portsmouth.

21,835. Prior to that where were you?—I was in Chatham Dockyard.

21,836. Also a Government dockyard?—Yes.

21,837. How long were you there?—Eight months.

21,838. Prior to that where were you?—In the West of England, in Falmouth.

21,839. Working as a shipwright?—Quite so.

21,840. In private yards?—Yes.

21,841. How many years did you work in private yards?—Do you mean apprenticeship and all?

21,842. Yes?—About seven years and four months.

Professor *Marshall.*

21,843. What made you seek employment under Government?—Under ordinary circumstances, because I thought I would like to give it a trial.

21,844. But if the conditions are worse than private firms why did not you go into private

Professor *Marshall*—continued.

employment?—Every one cannot do that. I happen to be a native of this part of the country, Portsmouth. Hence I sought employment in that particular port. I am not saying I should not be as well, or better off, if I went to another part of the country.

21,845. Why did you go at the time?—Because I thought I would like to see and try the different places.

21,846. But if the conditions of employment are so much worse in a Government dockyard why do people generally go there?—I think you are not aware of the circumstances. You will understand that there is a great difficulty in obtaining men in Her Majesty's dockyard at the present time. They only keep a recognised staff. You are aware of that, I suppose?

21,847. That is not quite an answer to my question. Why do people seek employment in the Government dockyards if the conditions of employment are worse than in private dockyards?—The same thing might apply, Why do the men stay on the Clyde when they can get more money on the Tyne? Everybody could not find employment in the same place. Each district governs its own wages. Of course, at different places there are different rates of wage.

21,848. When a man asks for employment in a Government dockyard is it not because he thinks if he were to go to a private dockyard he would not get better conditions?—I will speak for myself. I did not, I only went there because I had an idea I should like to try it; that I should like to be employed in Her Majesty's dockyard, not because it was more advantageous to me to be there than it would be to be with a private firm.

21,849. Why should you like to do a thing which you do not think would be more advantageous to you?—I do not know that it is a good policy to do a thing which you do not consider is more advantageous to you. Yet at the same time you understand we are not all of the same temperament or made up of the same material. We cannot all see what is the best for us even in the long run.

21,850. My point was, do not you think you have under-rated the advantages of being on the establishment?—Decidedly not.

21,851. Is not the advantage of having a fixed certain work day by day, provided you do not misconduct yourself, very great?—Yes, it is to a certain extent, but the average rate of wages that is paid in private firms would almost allow a man to have 12 months' holiday in every five years, and then be equal, which is a consideration.

21,852. But would you not also have to work harder in the private firms?—No, decidedly not. We have to work exceptionally hard in Her Majesty's service at the present time—harder, I venture to say, than any private firm want their men to work. A more exacting discipline is exercised over us, therefore we are bound to do it. That is an emphatic statement.

Professor *Marshall*—continued.

21,853. Then your position is that a man working four years in a private firm will get more wages than working five years in a Government dockyard?—I hope you will not take me to a very technical point as to the exact length of time. I said "about," considering that there is 10*s.* a week difference between the average in some particular districts.

21,854. I want to know whether you adhere to that statement, that a man in private employment could afford to take about a year in five as a holiday and yet get more wages?—I said that about four years' work in a private firm would be equivalent to about five years' work in Her Majesty's dockyard as to the amount of money received.

21,855. You adhere, then, to this, that a man working four years for a private employer would get about as much as by working five years in Government employment, and that he would not have to work so hard in private employment?—He cannot work any harder.

21,856. And yet the Government employment is rather sought after?—It is not. I was going to say it is not so much sought after. We happen to be there. Of course, the old saying is that "a rolling stone gathers no moss." As I said before, if all the shipwrights were to leave Her Majesty's dockyard and go to these other ports, what would be the consequence?

21,857. I will now pass to another point. You compared the wages of people in Government employment and in private firms. Did you deduct 1*s.* 6*d.* for being on the establishment before you made that comparison?—No.

21,858. The wages you compared were gross wages before that 1*s.* 6*d.* was deducted?—Quite so.

21,859. Then with regard to classification. If permanent hire is given to anybody in any employment, public or private, and he is sure not to be dismissed unless he positively misconducts himself, what are the means of keeping him up to his full work? How can you make him do a good day's work?—Do I understand you to suggest that a man if he does not misconduct himself will never get discharged from Her Majesty's service? Is that your meaning?

21,860. Is it not so—that if a man once gets on the establishment, and does not fall conspicuously below the standard, and does not misconduct himself, he generally is employed continuously?—Quite so. Now I understand your point.

21,861. Then what means have the Government of getting men to exert themselves fully except that of classification?—You will understand that it must be the best class of workman in the estimation of the officials to be placed upon the establishment.

21,862. Suppose a man, when first put upon the establishment, has 32*s.* a week, or whatever it may be, for certain for life on the understanding that he does not misconduct himself, and does not fall conspicuously below the standard, is it likely that he would exert him-

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Professor *Marshall*—continued.

self as much as if he had a chance of being put into a somewhat higher or a somewhat lower classification?—Yes, decidedly, he has to work as hard as if he was never on the establishment, or as any other person, because there is such a discipline exercised over them that they would be reduced further if they did not keep up their standard of proficiency in workmanship.

21,863. That is to say, they would be reduced to a lower classification?—Yes.

21,864. Then I quite understand how, with the classification system, it is possible to keep men fairly up to their work?—Yes.

21,865. How would it be possible without the classification system to do it?—Because of the nature of the work. Every man has to do the same class of work, and we consider in fairness he should receive the same amount of pay. It is no incentive to make a man work hard to classify him in my opinion—no incentive at all.

21,866. I did not ask you whether you thought in fairness all people should be paid alike. What I asked you is this. If a person is put on at 32*s*. per week for life, that being safe until he misconducts himself or falls conspicuously below the standard, what means have the Government of inducing him to do a good day's work?—I think if I were to answer it in one way it might suit, but I cannot see my way clear to do it. You mean, I suppose, by holding out a chance of classification in a higher scale to him, that would be an incentive to do it?

21,867. Certainly?—But I cannot answer it in that light. That is not the case; the men dislike so much this classification that they hold it, as it were, of no value. They do not set any value upon it because a *bonâ fide* man, if you may so term him, or a deserving man in many cases does not get it.

21,868. Did you not tell me just now that a man was sure to work hard because if he did not he would find himself reduced by a shilling or two?—No, I did not take it in that light.

21,869. Did you not also say that the effective means of inducing a man to exert himself was the fear of being reduced to a lower classification?—Of course that is the natural consequence. Any one would conclude that such would be the case. A man would have that fear knowing that it is in existence—he would have that fear. It is intimidation almost that you must do a certain amount, or if not, it is said, "We shall reduce you." What can a man do? He is a first class man—proficient in every respect when he goes on the establishment, and in a couple of years or some period (I will not state any particular period) he is, in the estimation of an officer a lower standard man. He must have been a first class man, if not, he would not have been placed on the establishment. He is proficient in all his undertakings in respect to his trade. Yet in two years or five years, or some other period he is found to be an inferior man.

21,870. May that not be that he has become a little slothful, and that that is just a case in

Professor *Marshall*—continued.

which a reduction of classification works well?—That may be so. Yet by experience we always become more practical. We give more for the money received. Practice makes us more perfect. We do not get slothful as a rule in our profession.

21,871. Practice would increase your power of doing certain things I can understand, but as years go on might you not get a little slothful?—Old age creeps upon a person decidedly; my experience is otherwise.

21,872. Or you get accustomed to your berth?—Well, I do not know.

Mr. *Dale.*

21,873. Are you on the establishment yourself?—No.

Professor *Marshall.*

21,874. When I say more accustomed to your berth you will understand I am not imputing to you any tendency to shirk work, which is not common to other persons, but do you not think people in any rank of life if they have a fixed income entirely independent of their energies are likely to get a little lax?—I should not like to commit myself to that statement.

21,875. Then I will only ask you again; supposing the classification system were abolished, what means would there be of getting a fair day's work out of a man when he once got on the permanent staff, if he had a tendency to get a little slothful without actually misconducting himself?—It does not necessarily follow, as you said just now, that he would then be conspicuously bringing himself below the standard if he did not do it, and the consequence would follow.

21,876. If he became rather slothful, but not conspicuously so?—Then he would be dealt with in the same manner.

21,877. How?—In the same manner as if he were conspicuously slow.

21,878. According to your own statement just now, he would not be dismissed unless he were conspicuously slothful?—If I understood you right, I thought you said if a man was conspicuously slothful. You put the question. I do not think I said "conspicuously." Now you want to know what would be the consequence if he had been rather slothful. I say the same proportion as he would be if he had been conspicuously slothful.

21,879. If he has permanent employment at 32*s*. a week and becomes rather slothful, but not conspicuously slothful, what means would the Government have of putting pressure upon him without the classification system?—He is warned in some instances. A man is warned by his officer that he is not doing enough work, and if persisted in, he, in all probability, would lose one or two days. Then if it is continued he would be reduced in wages. Then if continued—I do not know of a case, but I believe it is the practice—it is within the power of the officials to discharge him from the yard.

Professor *Marshall*—continued.

21,880. But supposing he could not be reduced, what then?—Then the honesty of the man, I should say, is sufficient to guarantee that he would do a fair day's work for a fair day's pay.

21,881. There is nothing else?—I do not know of any other pressure. I cannot admit the classification is any incentive for men to work, as it is administered in Her Majesty's dockyard. If the work was classified then there might be some possibility of classification of price, but I say that one man to-day is doing the same work which another man is doing to-morrow, and which he will perhaps get a higher figure for doing. How can it be fair for such a classification to exist?

Duke of *Devonshire*.

21,882. How is the classification worked as a rule? When a man enters the dockyard is he put, as a matter of course, on the lowest class?—Yes.

21,883. At 36*s*. a week?—30*s*. a week.

21,884. How many classes are there?—I will tell you. I think it is nine. Will you have the hired rates and the established rates separate, or will you have them together? There is 30*s*., 31*s*., 32*s*., 33*s*., and 34*s*. for hired men.

21,885. Who are the hired men?—Men casually entered, as it were.

21,886. Not established?—Not established.

21,887. What are the wages of the establishment men?—They have 29*s*. 6*d*., 30*s*., 30*s*. 6*d*., 31*s*., 31*s*. 6*d*., 32*s*., 32*s*. 6*d*., and 33*s*. That is their rate.

21,888. As a rule does an ordinarily good workmen go up from one to the other?—No; it is no guide that because a man is a good workman he will ever get a rise. It is not by his good workmanship he gets a rise.

21,889. In your opinion how is it worked?—As I told the Chairman just now, it is by chance. Whoever the lot happen to fall upon, as it were, he would get the higher figure.

21,890. Who does it depend on?—On the officer, on the foreman constructors.

21,891. The foreman?—The foreman of the shop and the constructor in the office.

21,892. Is he a naval officer or a civilian?—Civilian.

21,893. Of what class?—Greenwich College.

21,894. What sort of pay do these foremen receive?—I am not quite certain—between 300*l*. and 600*l*. a year, or 300*l*. to 500*l*.—about that. I am not certain. I would not commit myself to the statement, but I know it is at least 300*l*.

21,895. And is the foreman in charge of the whole ship or part of the ship?—The whole of the ship.

21,896. Do we understand that your complaint is that this classification is entirely in their hands, and that they work it either by chance or favouritism?—That is it, that is the point.

21,897. You say that, worked as it is, it is not an incentive to industry?—No, decidedly not; because good men are passed by. Men with a good number of years' service, which is a mark, I believe, in Her Majesty's service, of good conduct, if not, they would not be retained—are passed over, and men with less service, who, in the estimation of their fellow workmen, and in their own, too, are not better workmen (they are as good but not better), have received the maximum whilst another old and tried servant receives, not the minimum, but the medium rate.

Duke of *Devonshire*—continued.

21,898. If a man or a body of men have any complaint to make about the way the work is conducted, have they a right to go to a foreman and make complaint?—Yes; providing he will give them permission to interview him. They must first seek that through his subordinate officer—through the superior officer—that is an inspector. That is a man in charge of a certain number of men below the foreman who carry on the actual practical work on the ship.

21,899. Is there any appeal from the decision of the foreman?—Yes; well, you cannot force an appeal. It is only by the consent of the chief constructor, and from thence to the Admiralty Superintendent. It has to go through that channel each time.

21,900. Do you know any cases of investigation of complaints having taken place?—Yes.

21,901. What sort of inquiry has resulted?—The last occasion would be about a month or six weeks since, and the inquiry was merely formal as I understand. The officer in charge of the ship, the foreman I mean, was there; the inspector—that is the other officer—and the man was there. The Assistant Admiralty Supervisor of the dockyards was there; the Chief Constructor was there; the Admiralty Superintendent; the man affected. The mode of this appeal is, the foremen give their statement first; then the inspector; and then the man is merely asked what his statement is. What I mean to say is, it is not subjected to an impartial tribunal in any shape or form. But previous to the appeal the decision is given, and the consequence is I have not known any instance where it has been altered. When the Admiralty Superintendent gives a decision of course it wants some overwhelming evidence to upset it.

21,902. When an inquiry is held, is not the complaint made first? The men state their complaint, I suppose, first?—No. A man is reported. The usual custom is for the foreman to send on that report to the constructor and from there to the Admiralty Superintendent. The man is adjudicated upon in his absence, unheard and unseen, and he is condemned and punished, and he has not been heard in his defence. Until that comes, he has no right of appeal. As I have said before, he has already got his punishment, and then he has to wait the appeal—unheard, unseen even.

21,903. You think the report of the inspector or foreman is taken too much as a matter of course—that there is not sufficient inquiry?—No.

21,904. Do you object on the part of your Union to the system of establishment altogether

Duke of *Devonshire*—continued.

or only to the classification within the establishment?—We believe establishment has a tendency to keep us down to low wages.

21,905. Do you want to get rid of the establishment altogether?—Not as a trade union—in my own personal opinion I consider that the establishment is detrimental to us instead of being a benefit—but not in the opinion of the Union.

21,906. You do not speak for the Union?—No, because we have never taken any vote upon the matter.

21,907. Have you any knowledge as to whether that is only your own opinion or whether it is shared by the men generally?—I have heard opinions expressed by the men in the yard at various times that they consider it is of no benefit to them whatever.

21,908. Would a man rather be on the establishment or not on the establishment?—Some would and some would not.

21,909. Do they apply for it?—No; that is given out by the officer sending to each inspector for a list of men to be sent in. The men are asked and in some instances they refuse.

21,910. Does the fact of being on the establishment insure a man regular employment?—Yes, if he do not commit himself.

21,911. As long as he is there on the establishment he is sure to have work?—Quite so.

21,912. Other men are not, I suppose?—No.

21,913. If the work is slack he is discharged?—Quite so. We have had instances of that. It is computed that in 1887 there were 2,000 men out from the Portsmouth dockyard—not shipwrights—2,000 men from the firm went out, and in Devonport a considerable number went out in 1888. They were discharged, I mean.

21,914. In no private firm is a man assured of permanent employment, is he?—There are men in private firms who have been there a great number of years on continuous employment.

21,915. But if there is no work to be done they would be discharged?—It is similar in dockyards with the exception of the establishment.

21,916. But the establishment men are sure of work?—Yes, without it came to a great crisis and there was no money found.

21,917. There is always repairing to do?—Yes.

21,918. If there was no work going on except repairs the establishment men would get that; but non-establishment men would have to go?—Yes

21,919. That is a great advantage, is it not? A man would accept somewhat lower wages in consideration of being sure of work?—Yes, but he would hardly accept this enormous amount of 4*s*. 2*d*. less than the lowest average per week, and 10*s*. 2*d*. less than the highest average per week. 10*s*. a week is a considerable sum to lose.

Duke of *Devonshire*—continued.

21,920. Have these dock officials any personal control over the rates of wages, or are they all settled for them?—There is a certain number who receive a certain rate laid down by the Admiralty as shown in this circular (*handing in the same*), but it is left to their discretion to give it to whom they think fit.

21,921. They select the men?—They select the men, but the numbers are given out by the Admiralty.

21,922. There is no man in the dockyard, as there would be in a private yard, to whom you could go as the representative of the men and ask for higher wages—ask for a rise?—Yes, we can go as a deputation, not in the capacity of a trade union, but as workmen. If that deputation is granted to us we can go there and ask.

21,923. Is there anybody who would have authority to give a 5 per cent. or 10 per cent. additional without getting the leave of the Admiralty?—No, they do not keep the standard that the Admiralty have laid down. There is not the number receiving the maximum rate at the present time.

Mr. *Dale.*

21,924. About how many members of your Society are there in your district?—Do you mean what number do I represent?

21,925. I will take it in another way. What private shipbuilding yards are there in or near Portsmouth?—Southampton, Woolstone—those are the two nearest. Woolstone is on the other side of the river at Southampton. Those are the only two. There is Mr. Nicholson's at Gosport, a yacht-building firm.

21,926. Then when you were comparing the Government rates for shipwrights with the rates paid by outside employers, were you taking as the test the employers in that immediate neighbourhood?—No, we took the biggest.

21,927. You took them all over the kingdom?—Yes.

21,928. You pointed out, I think, in reply to Professor Marshall that wages for shipwrights differed very much in private yards in different districts?—Yes.

21,929. You spoke of the Clyde in comparison with the Tyne?—Yes.

21,930. And pointed out in fact that there were local rates keeping wages high in some districts and rather low in others. Applying that test and comparing the wages paid in Her Majesty's Dockyard at Portsmouth with the wages paid in private yards near, how will the comparison come out?—There will be 3*s*. 3*d*. difference.

21,931. 3*s*. 3*d*. a week?—Yes, between that and Southampton.

21,932. Now, do you arrive at that by taking the average wages paid the shipwrights in Portsmouth Dockyard?—Yes, because they are all paid alike at Southampton, they are all paid the same rate of wages at Southampton.

Mr. *Dale*—continued.

21,933. You arrive at that 3*s.* 3*d.* by taking the average rate paid?—Yes.

21,934. Do you arrive at that average by taking the number of shipwrights at Portsmouth, paid at various rates, or do you take the half-dozen rates and divide them by six and assume that there is the same number of men in each?—No. I take the actual number of men, as laid down in the first instance, when the advance of wages was received.

21,935. So many at so much; so many at so much; add the amounts and divide the total by the total number of men?—Quite so.

21,936. That gives a certain average?—Yes, you will see it here in this circular (*handing in the same*).

21,937. Therefore, as compared with the immediate district, shipwrights in Her Majesty's dockyards are not paid so much less than in private yards gauged by that particular district?—No, not at all ports. I am not quite sure; there may be some small ports, but in districts such as the Clyde, the Tyne, and the Thames, for instance, it is, and all round Hartlepool and the Mersey.

21,938. But measured by the rates paid in the private shipyards at Southampton, and the neighbourhood of Portsmouth and Woolstone, the difference is about 3*s.* 3*d.*?—Yes.

Professor *Marshall.*

21,939. I think you give in this circular (*see Appendix* 44) the Government rates, and the rates of private firms in only two places—Portsmouth and Pembroke. Is not that so?—No.

21,940. There only two places in which you give both the public and private rates, namely, Portsmouth and Pembroke?—There are different rates.

21,941. I will put my question in another way. Are not the Government rates in Portsmouth 1*l.* 11*s.* 0¾*d.*?—Yes.

21,942. Are not the private rates in Portsmouth 1*l.* 10*s.* 5¼*d.*?—But you must understand the year is different. This is since the rates came up, and that is before.

21,943. You have given these figures for us to compare the wages in public and private employment?—Yes.

21,944. The figures on page 3 are those for the public dockyards?—Yes.

21,945. The figures on page 4 are for private dockyards for the years 1881 to 1890?—And Government dockyards as well. The lower lot is the Government dockyard and the upper is the private—showing the difference.

21,946. Then why are the figures on this page 4 different from the figures on page 3?—On page 3 is the revised scale after the advance of wages given to us by the Admiralty, and on page 4 was the average rate of wages we received before the advance.

21,947. So that you have not given the wages in any private firm in the same places as you have given the wages in public employment?—Because there is no other shipbuilding—neither

Professor *Marshall*—continued.

in Portsmouth, Sheerness, Chatham—there is at Devonport, I believe, but of no consequence, small fishing craft generally.

21,948. None at Pembroke?—I am not sure—I think not. My friend, Mr. Wilkie, tells me there is none—I am not sure.

21,949. All those that you have chosen are chosen from places in which the average rate of wages runs higher?—That includes the whole of the building in the kingdom. And, furthermore, to make myself thoroughly understood, it is only at those places at which a similar class of work is done—Government work.

21,950. I am getting back to a question asked by the Chairman. You are comparing wages in private employment with wages in public employment. You get your wages in private employment from places in the North of England, and on the Clyde, where the wages in other trades are higher than they are in the south of England?—We have also the south of England here and the west of England—the Thames, the Mersey, the Tyne, and the Clyde.

21,951. The Thames is near London?—Yes.

21,952. Therefore one would not expect wages to be specially low there?—No, they are exceptionally high.

21,953. Exactly. The point is that you have not given the wages of any private firms in districts, the general economic conditions of which would bring about such low wages as the neighbourhood of Portsmouth, Devonport, and Pembroke?—Because there is no shipbuilding industry at those ports, not of the same consequence or magnitude or quality which the Government work assumes, only small things, such as building fishing craft, barges, and such like.

21,954. I was not complaining of your not having put them in, but as suggesting that that accounts for a considerable part of the difference in the wages?—The only fair plan is to compare two things of equal magnitude.

Duke of *Devonshire.*

21,955. I suppose there has never been such a thing as a strike in a dockyard?—No. Neither do we desire that there should be one.

21,956. Strikes are very common in private shipyards, are they not?—In our industry, do you mean?

21,957. Yes?—I am not aware that they are common in our industry any more than any other.

21,958. You must have heard of many instances of strikes taking place; perhaps not serious strikes, but short strikes?—We have had a few short strikes, but not of any importance.

21,959. But has the question of a strike ever been discussed among the men in a dockyard?—No, not to my knowledge.

21,960. I suppose the fact of joining in a strike would at once remove an established man from the establishment?—You could not strike against the powerful arm of the Government.

Duke of *Devonshire*—continued.

We do not wish to do that. We do it more by petition, such as I have put before the Chairman (*see Appendix* 45).

21,961. I understand you do not wish to strike; but if you felt that your grievances were very intolerable, I suppose you would consider the question of that remedy which men take in other employment?—No; we would rather move public opinion, and get the question brought on in the House of Commons, or some other place of responsibility rather than have recourse to extreme measures with the Government, and not until every other available method has been tried would we adopt it.

21,962. It has never taken place and has never been discussed?—Not to my knowledge. You are aware, I suppose, that the established men could not strike?

21,963. I asked you whether the fact of joining a strike would remove a man from the establishment?—Yes, decidedly.

21,964. But, according to your statement, I think they do not attach great importance to it, they do not care about being on the establishment, so that that would not stop them?

Mr. *Dale.*

Except in so far as they have already contributed.

The Witness.

What I have stated is only my opinion—not the opinion of any trade society which I represent, or of any body of men.

Mr. *Dale.*

21,965. At the same time it would be probably only fair to bear in mind that whilst the men not on the establishment may not care to be transferred to it, the man who has been long on the establishment and has contributed would be loth to lose the benefit of those contributions?—Yes, decidedly so.

Duke of *Devonshire.*

21,966. He has earned something towards the pension?—Yes.

Mr. *Gerald Balfour.*

21,967. Your present method of making your grievances felt is to bring pressure to bear upon Members of Parliament?—Yes.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

THIRTY-SEVENTH DAY.

Commission Room, Westminster Hall, Friday, 20th May 1892.

PRESENT:

HIS GRACE THE DUKE OF DEVONSHIRE.

MR. DAVID DALE (CHAIRMAN).

Sir EDWARD HARLAND, Bart., M.P.
Mr. T. BURT, M.P.
Mr. W. ABRAHAM, M.P.
Mr. E. TROW.

Mr. A. HEWLETT, and Professor MARSHALL (Group B.), and Mr. M AUSTIN (Group C.) also attended.

Mr. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

Mr. FRANCIS CHANDLER and Mr. WILLIAM PATERSON called and examined.

Mr. *Dale* (to *Mr. Chandler*).

21,968. You are General Secretary of the Amalgamated Society of Carpenters and Joiners?—Yes.

21,969. That Society is one embracing both house carpenters and joiners, and ship carpenters and joiners?—Yes.

21,970. It has its head-quarters at Manchester?—Yes.

21,971. The evidence you propose to give, I believe, has reference exclusively to the operations of your Society, and its experience in connection with the ship carpentry and joinery branch?—Yes.

21,972. How long has your Society been in existence?—It was established in 1860.

21,973. Has it had a continuous existence since then?—Continuous since then, yes.

21,974. How many members has it?—Nearly 36,000.

21,975. Are apprentices included in your membership?—We have about 7,000 ship joiners out of a membership of 36,000—that is journeymen—not apprentices.

21,976. Of your 36,000, about 7,000 are ship joiners?—Yes.

21,977. You desire, I think, to direct our attention to some recent strikes—that is strikes that have taken place during perhaps the last three years or thereabouts?—Yes.

21,978. Will you refer to them in order?—Of course I understand the Commission desired to have evidence relating to disputes which have occurred between our trade and other trades in connection with the shipbuilding industry.

21,979. Or between your trade and the employers, if there are such disputes?—Yes, or between ourselves and the employers. I think Hull is the first.

21,980. Proceed to tell us what strikes there have been of any moment?—The first one I have to bring before you is at Hull. It was a

Mr. *Dale*—continued.

grievance between the joiners and shipwrights there as to the division of labour, or the line of demarcation as it is termed. The strike took place then in 1889. It was a strike of the shipwrights against the joiners doing what they considered to be their work. The strike lasted five or six weeks. Eventually it was settled in some form or another, with the result that the shipwrights returned to work and the joiners came out. They found that the work which was in dispute was still being carried on by the shipwrights. It was eventually submitted to a court of arbitration and settled in that fashion; and the court of arbitration that was then formed has continued in existence in Hull ever since that date, so that any disputes that may arise now through the introduction of improvements in vessels, &c., are referred to this standing Board of Arbitration.*

21,981. In order to understand clearly—you say your Society is that of the House and Ship Carpenters and Joiners?—Yes, quite so.

21,982. Who are the joiners engaged in the ship work?—Those would be the men who prepared and fixed the frame work and finer class of fittings.

21,983. And they are not eligible for membership in your Society?—Not the shipwrights. The ship joiners are our members.

21,984. Is the term "carpenters" at all applied to the men doing wood-work in connexion with vessels?—It is used in the place of shipwrights at times. The shipwrights in some place are known by the name of ship carpenters. "Ship carpenters" is the term that is used in various places, and in other places they are known as shipwrights. For the purpose of distinction we endeavour to recognise the name of shipwrights

21,985. We have had the evidence of several gentlemen representing the Associated Shipwrights' Society?—That is quite right.

* The following is a summary of the principal points referred to in a letter (dated December 13th, 1892) received from Mr Chandler in further explanation of his answer to this question:—

Prior to the dispute, custom had decided the demarcation of work, and consequently constant friction arose between the joiners and shipwrights, and finally culminated in the strike, during which neither side would listen to any proposals. After much correspondence the shipwrights returned to work, but on what understanding with the employers no one seemed to know. The result was that the shipwrights commenced to do the work considered by the joiners to be theirs. The joiners then struck. Within four weeks it was agreed to appoint a joint committee; all points which could not be agreed to, to be decided by an arbitrator. The joiners thereupon resumed work, and the committee drew up a list of demarcation which has since been worked by.—G. D.

Mr. *Dale*—continued.

21,986. The members of that Society do not carry on the same business as the members of your Society?—No. They have a separate organisation. Of course our members and their members continually work together in the shipyards. In fact their work comes so close that they meet, and the difficulty is to determine where one class of work ceases and the other begins.

21,987. Then, in fact, a shipwright is not a ship carpenter?—No. A ship carpenter is known by that name immediately he engages on board a ship to sail; but in some ports they also call shipwrights carpenters. The term used varies in different places.

21,988. But for the purpose of our inquiry, we may take it that the shipwrights are a certain class of men having a Society of their own, and that the ship and house carpenters and joiners are another class of men having also a Society of their own?—Quite so. The ship joiners we will call them—we will not use the word carpenters—that would be misleading.

21,989. The result of this strike at Hull in 1889 was to establish a certain board of arbitration, which adjusted the matter then in dispute, and which still exists for the purpose of dealing with any other matters that may arise?—That is so in Hull to-day.

21,990. At the same time there appears, nevertheless, to have taken place another strike in Hull a year later?—Yes, that was for an advance of wages.

21,991. That was not a dispute as between one branch and another?—No. A demand had been made for an advance of 3*s.* per week, and 1*s.* 6*d.* had been offered, but it was not approved of by the men, and the result was that the strike lasted for several weeks—from May to July.

21,992. With what result?—That the men had to accept the 1*s.* 6*d.* per week.

21,993. Did that, in turn, lead to the establishment of any machinery for preventing strikes occurring again as between the employers and the men?—No, that did not.

21,994. What was the next strike you wish to direct attention to?—We had another one in the shipyards in Belfast in 1889 for an advance of wages from 7*d.* to 7½*d.* per hour. That lasted from October to November, when a settlement was effected by the employers offering to concede ¼*d.* advance and the other to be settled by conference. The men accepted the terms offered by the employers, and an arrangement was made that when a corresponding increase of wages took place upon the Clyde in the shipyards there, they would give the remaining ¼*d.*

21,995. What did that strike cost?—It cost us over 800*l.*

21,996. When you speak of a strike costing so much, how is that cost made up?—It would simply be the disbursements in strike pay to the members. That is all.

21,997. Without including any sacrifice of any items of wages not earned?—Yes. I take none of that into consideration when I speak of cost.

Mr. *Dale*—continued.

21,998. Did that strike lead to any arrangement between the employers and the men for adjusting future differences?—No, it did not, because they have in Belfast a board of conciliation existing.

21,999. In the shipbuilding trade?—In Belfast I think it comprises all the trades, both house and ship.

22,000. Between what body of employers and what body of men does this Board exist—between master shipbuilders and the workmen of all classes?—Yes.

22,001. Did it exist at that time?—Yes, it has existed for a long time.

22,002. Then what was its action in 1889?—You see by the result. The strike took place and it was settled by conference.

22,003. One would rather have expected that such a Board being in existence, and available, would have so acted as not to have led to any strike at all?—Yes, but the rules are so framed that I believe they have practical latitude, perhaps more so than you can understand, or many other properly constituted boards of conciliation would allow. They have a certain latitude after they appeal to the Board, if they wish.

22,004. At any rate the machinery did not suffice?—It did not suffice.

22,005. What was the next one?—In 1890, in the shipyards in the east end of London for an advance from 6*s.* 6*d.* to 7*s.* a day. That strike lasted from March till July, and one by one the various firms conceded the 7*s.* per day, with the exception of two firms. One was the Thames Limited. They declined to concede the advance, and made efforts to fill the places of the men, which so far succeeded, and they held out until within this last two months. Within the last two months the Thames Limited have conceded the 7*s.* a day, so that it has now become established in the Port of London.

22,006. Did that lead to any establishment of a board or other conciliatory council?—No, it has not in any way.

22,007. What was the next one?—The next one was at Woolstone in August of last year. There it was the old grievance. The joiners in the Woolstone shipyards struck against the shipwrights doing their work. But, of course, the manager at once ordered the shipwrights to cease the disputed work, with the result that the shipwrights at once drew themselves up at the gates and demanded that the men should be put back to their work, or they would leave. The manager ordered the gates to be opened, and he invited them to leave as they suggested. They did. When they got outside the two trades at once applied themselves to settle the disputed work; and by conference, with the manager of the yard in the chair, they drew up a list of work for the Woolstone shipyard, and resumed the operations in three days.

22,008. Where is Woolstone?—It is just on the other side of Southampton, across the river

Mr. *Dale*—continued.

—opposite Southampton. That is settled so far as the Woolstone shipyards are concerned. But it has no effect on the Southampton side of the river.

22,009. That naturally suggests the question why, if the work of the shipwright and the work of the joiner on the other hand has in certain cases been made the subject of inquiry and decision, that is not made applicable in other places?—Yes, that to you would appear strange. But it is on account of the fact that in a yard where one particular trade believes that the other is encroaching on its work, it is difficult to get the trade that has the best of the bargain to meet you to make arrangements. They are so perfectly satisfied that they are afraid that by any arrangement that might be made they would lose the class of work they claim as theirs.

22,010. What one would rather expect would be this, that either custom long prevailing would have prevented the question arising, or, if there was a desire to readjust or vary the respective duties of each class, that whatever was decided at some one important place would have been accepted at others. Surely shipwrights and joiners must, at various long-established yards, have had an apportionment of work for many years?—Of course, in the time of the old wooden walls there was not the amount of joiners' work on board a ship that there is to-day, with the result that the shipwrights had more work; but since the introduction of steel and iron, that class of work which used to be done in wood by the shipwright is now done by the platers, rivetters, &c., and their work has gradually got less.

22,011. The shipwright's work?—Yes, it has got less. He endeavours to travel along the vessel to other classes of work that had been done by the joiners previously.

22,012. Your theory of it is that the shipwright is squeezed out by the platers and rivetters, and other classes working in iron or steel, and that they seek to recoup themselves by trenching upon what you think has been the work of the ship joiner?—Yes, that is our view.

22,013. That is your view of how it comes about?—It is.

22,014. But still, shipbuilding in iron and steel has existed now for so many years that one would have expected that even that readjustment would have assumed a permanent form?—But it comes about in this way: When men are not organised in a trade union, these little things are not taken much notice of. But the moment the two trades become well organised, each trade is looking after its own particular members' interests. It is to their interest and the interests of their members that they should retain as much of the work as possible. So that that would account for these differences getting more acute during the last few years, notwithstanding the fact that iron ships have been so long made. The shipwrights are better organised, and the joiners are better organised to-day than they were a few years ago.

Mr. *Dale*—continued.

22,015. And sometimes I see it has been the case that shipwrights have struck as a protest against joiners doing work claimed by the shipwrights, and in other cases it has been a strike of joiners against shipwrights doing their work?—Yes. It is *vice versâ*, sometimes one and sometimes the other.

22,016. Now then, the Clyde?—The Clyde is in a most unsatisfactory condition as far as the two trades are concerned. Disputes are taking place there almost daily. But on the Clyde we have another joiners' society existing, known as the Associated Joiners. So that there are two unions of joiners on the Clyde, and whilst we endeavour to obtain, and, as far as we can, have obtained, joint action in this matter, you cannot move so rapidly in matters of this kind as you can when you have only one society to deal with.

22,017. Do you mean that on the Clyde there is another trade union taking in as members those who are eligible for your Society?—Yes.

22,018. Your term, "Amalgamated Society, does not imply that you have taken all such societies in?—No, we have not completed getting them all in. Though we have a very large number of members in Scotland, the Scotch Associated Society still has an existence as a society. The result is that in Scotland, upon the Clyde, we find that the shipwrights are pretty successful in getting their demands conceded. That is to say, rather than have a strike our men have given way, till at last the shipwrights practically have it nearly all their own way. They will select a time when a launch of a ship is about to be made, and they then put forward some unreasonable demand, and the manager, in order to prevent any strike taking place, concedes it. There was an instance the other day, prior to the launching of H.M.S. "Ramillies," at Messrs. Thompson and Company's Clyde port. The shipwrights objected to the joiners putting up the grand stand for the visitors, which nobody by any argument could consider shipwrights' work, but to prevent a strike it was conceded. The joiners were taken off the erection of the grand stand, and the shipwrights did the work, and the launch took place. That is the state of things at present, and there is no established mode of settling it there.

22,019. What would be the proportion of shipwrights to ship joiners in any shipbuilding establishment?—They would be about equal, taking it all round.

22,020. In that case were the ship joiners who were affected by this action, some of them members of your Society, and some of them members of the Scotch Society?—Yes, the Scotch Association. That would account for our numbers. We number about 7,000 ship joiners, and the remaining 2,000 or 3,000 would be in the Associated Society. That would bring our numbers up to about equal with the ship-

Mr. *Dale*—continued.

wrights. The mode of settlement at present in force on the Clyde is simply a deputation of joiners meeting the shipwrights' delegate and the manager of the yard. But as the manager of the yard is in nine cases out of ten a shipwright, the shipwrights generally get the best of the bargain, and the joiners go to the wall.

22,021. Then Dundee, without going into it in detail?—About the same.

22,022. Sunderland?—At Sunderland we have had continued disputes between the shipwrights and joiners up to February 1891, when, through pressure from the shipbuilders, six of our trade met, and they submitted what each considered to be the particular class of work which they claimed as their own. They submitted these points to the shipbuilders, and a list embodying the work which belonged to our trade was printed and distributed throughout the yards on the Wear. There has been no disturbance of any kind since, but they have there, in connexion with that industry, a board of conciliation for the Wear shipbuilding trade, which works admirably as far as the industries are concerned there. I have here the rules of the Board of Conciliation (*see Appendix* 46).

22,023. Is this Board designed to deal with questions arising between any of the trades and the employers, and also with any questions arising amongst the members themselves?—With both, in connexion with shipbuilding.

22,024. Now, at Barrow, what was your experience?—The disputes at Barrow were in connexion with another trade. There we were charged by the Pattern-makers' Society with doing their particular class of work, the making of very large moulds or patterns in connexion with Government vessels, and the pattern-makers struck work against us, with the result that the work was taken from the joiners and given to the pattern-makers. We have had no dispute in that trade since.

22,025. There has been recently formed, I think, a Federation of Engineering and Shipbuilding Trades?—Yes.

22,026. Has your Society joined that Federation?—Yes; they took the votes of the members and carried it by a large majority.

22,027. That Federation has for its object the protection of the trades in any questions arising with employers, and also as regards any questions arising between the federated trades themselves?—Yes, it provides for both of those contingencies. It is supposed to be federated for that purpose.

22,028. How long has it been in existence?—About two years.

22,029. Then has it taken any steps to prevent these internal disputes arising between the trades that are federated?—It has taken steps to settle disputes that have arisen in various instances, but I do not know that they have taken steps to prevent their recurrence, because they are sprung upon you so suddenly, you never know.

22,030. Seeing how frequent have been the disputes between the shipwrights and the shipjoiners, has it not come within the consideration of the Federation that there should be some kind of permanent regulation of their relationships, so that these disputes should not arise?—The Federation have not taken up the question from that point of view yet. They have, of course, laid down certain regulations which will govern the federated trades in the event of disputes, so that it will narrow the dispute down to the smallest possible compass. They have done that.

22,031. Would the trades affected, that is to say the shipwrights upon the one hand, and the ship joiners upon the other, object to a uniform division of labour between them in all parts of the United Kingdom? Would they prefer that there should be local variations in that division?—Of course, if I had to speak on behalf of the joiners I should say we should be quite satisfied with a general application of one rule through the whole of the ports, provided it was upon something like fair lines. Of course we would not like to select the river or the port where the shipwrights had the biggest amount of work.

22,032. On the whole, do you think there would be so much difficulty in adopting a uniform rule that there would have to be local rules?—I think so, because it would have to be tested locally at every port. There would be a great difficulty in getting the men to agree.

22,033. Is your hope now that those strikes will be avoided in the future by the Federation intervening, when a question does arise in any particular district, and affecting a settlement?—Yes, we are in hopes that the Federation will operate when they get in working order.

22,034. They have been two years in existence; is not that sufficient to get them into working order?—Two years teaches them a good deal, but it is hardly sufficient to make your organisation quite perfect.

22,035. Is your Society represented on the executive committee?—Of the Federation, yes.

22,036. Which is your Society—not the general union of carpenters and joiners?—No. Perhaps you have before you the first report that was issued before the vote of our Society was taken. This was the first report. Our Society took part in all the preliminary arrangements, but we had to take the vote of the members.

22,037. Are you yourself a representative?—Yes, on the executive.

22,038. Then, having had the varied experience which you described to us with regard to these strikes, sometimes between the employers and the men employed, and more frequently, perhaps, between the various branches of men, what is the conclusion you have been brought to as regards the means of avoiding them?—I have come to the conclusion that something of the kind which exists at Sunderland will have to be established, whether it is done locally or generally—I mean some general board of conciliation to which these disputes must be referred, instead of the striking that is continually taking place.

Mr. *Dale*—continued.

That opinion is held by many of our men. I do not say we have thought out a scheme.

22,039. We do not wish to invite you to describe it in detail. But your view is it would be expedient that in each trade there should be formed some board with provision for arbitration in case of disagreement, to which board should be referred any question that might arise between the employer and employed. Is that so?—That is so. We endeavour to enforce those views. We advocate them wherever we possibly can.

22,040. And where in any industries several trades meet, and perhaps have a liability to trench upon each other's functions, similar machinery should regulate their internal relationship?—Yes, because each trade is, of course, affected by the other. A stoppage in one trade affects the others, and therefore it is to their interests that these disputes should be avoided as far as possible. We think if a mixed board of that kind could be permanently established in this place it would have a great tendency to prevent strikes.

22,041. Are any steps being taken to induce other districts other than the Wear to adopt machinery of that character?—Yes, we are in private communication with our local lodges frequently upon that subject, and whenever they are providing for a re-arrangement of rates we also urge upon them to provide for these boards of conciliation.

22,042. Is the Federation taking any steps to draw the employers in the engineering and shipbuilding trades into that kind of relationship?—They have not done so yet.

22,043. Does the executive committee of the Federation meet periodically?—They meet periodically, but oftener if their services are required.

22,044. Is there any other point on which you wish to proffer evidence?—I do not know that there is.

22,045. Who is the principal executive officer of the Federation?—The secretary and chairman are the principal officers. The secretary is Mr. Mosses, who is present here—the general secretary of the Pattern-makers'.

22,046. He is the secretary of the Federation?—The secretary of the Federation. The chairman is Mr. Knight, who is the secretary of the Boiler-makers' Association.

Mr. *Burt.*

22,047. The difficulty arising out of the apportionment of the work between different classes of workmen, and especially between the joiners and carpenters, is, I suppose, rather an old and frequent source of contention and dispute?—It is very frequent now. But, as I say, they have grown up these last two or three years.

22,048. They have been more frequent during the last few years?—Yes.

22,049. You attribute this mainly to the transition from the old wooden ships to the steel and iron?—Yes.

Mr. *Burt*—continued.

22,050. And I suppose that the difficulty has considerably increased from the fact that the transition is being gradually going on, so that you might settle on one day, and another new difficulty would arise afterwards?—Yes, that is so.

22,051. With regard to the disputes that may have been remitted to a board of arbitration, have you had many cases, or have you had any except the Tyneside, where the joiners have refused to abide by an award that you have given?—I do not know of any.

22,052. What was the attitude of the general society to that dispute?—On the Tyneside?

22,053. Yes.—Mr. Paterson will give evidence with regard to the Tyne. But still I will answer your question.

22,054. Of course I put it to you because you are the general secretary?—As far as the executive is concerned, they of course regretted the circumstance, but felt at the time that the men in a sense were justified in the action they took.

22,055. And supported them?—And supported them.

22,056. With regard to the Federation of Trades employed in connexion with shipbuilding, are the whole of the trades included in that Federation?—Not yet. The engineers, for instance, are absent. That is the only trade of any importance that is not.

22,057. And part of the engineers are, I understand, connected?—We have a national Society of Engineers, yes.

22,058. Does it extend over a wide area, or is it confined to the Tyne?—Oh, no, it extends throughout the country.

22,059. And as it is in favour of combination and arbitration, I suppose you are hopeful that some of these difficulties in the future may be obviated, and that strikes may be prevented?—Yes, we are very hopeful. The recent strike at Blyth has been so far settled by the Federation under their rules of arbitration.

22,060. Now, with regard to the Clyde, you said that the Clyde was in a very unsatisfactory condition, and that disputes were almost of daily occurrence?—Yes.

22,061. Is there any particular reason for that, or is there any special cause to which you attribute that?—No, it is the old cause. But of course, as I remarked, the decided stand against the shipwrights is not taken on the Clyde that it is in other parts in this country. Consequently the shipwrights get conceded to them what they demand, and a dispute will only last a day or so, or perhaps there will be a stoppage for a day—the joiners give way. Of course there must be a limit put to that, otherwise the joiners' occupation will be gone, if they give way upon every turn.

22,062. Without inquiry at all into the merits or demerits of the respective societies, does the fact that there are two joiners' societies add to the difficulties?—Yes; being under a different constitution they have different methods of

Mr. *Burt*—continued.

settling disputes, and this gives rise to difficulties and delays.

22,063. It increases the difficulty of adjusting differences that may arise?—Yes.

Mr. *Trow.*

22,064. The questions that crop up and the disputes which arise are very complicated, are they not, and difficult for an outsider to understand?—They are very difficult for an outsider.

22,065. Then you are in favour of conciliation and arbitration, and believe that a conciliation board composed of men who properly understand the questions would be better able to deal with it than an independent arbitrator?—I do.

22,066. With reference to this Clyde affair, the carpenters are the weakest on the Clyde, I presume?—No, they are not weaker, but by being divided into two societies they cannot move rapidly and quickly in opposition to the actions of the shipwrights.

22,067. They are dissatisfied with the results?—They are dissatisfied.

22,068. The result is, if you got them into one society they would demand what they consider is justice, and failing that would stop?—That would be the effect.

22,069. You wish to see conciliation boards established so as to avoid disputes?—We are anxious to see that; at least, I am very anxious both in the interests of the trade and all concerned.

Mr. *Dale.*

22,070. You did not mention the Tyne difficulty?—Mr. Paterson specially attends to give evidence with reference to the Tyne, so that he will cover the whole of the Tyne disputes. With your permission, I would like to correct a statement I made with regard to Belfast. It is the building trade, not the shipbuilding, in which they have a board of conciliation.

(To *Mr. Paterson*)

22,071. You are a delegate of the Amalgamated Society of Carpenters and Joiners representing the Tyne district?—Yes.

22,072. You have heard the evidence which was given by Mr. Chandler, and he, being the general secretary of your Society, has embraced in his evidence most of the districts at which difficulties have arisen; you desire, I think, specially to speak about the Tyne, which you represent?—Yes.

22,073. Perhaps you had better from your own notes proceed to lay before us the facts that you desire to submit?—I think the first thing was the formation of a district committee in 1880 to look after the interest of the trade in the district, to meet employers, and to use their best endeavours to arrange questions in dispute in a conciliatory manner. Of course, previous to 1880, nearly every yard managed its own affairs, and we often used to get into disputes and had great difficulty in getting them settled. After we got the district committee formed, they managed the whole of the trade in the district,

Mr. *Dale*—continued.

meeting the employers, and any questions that arose they made the best arrangements to settle if possible.

22,074. Perhaps it would be convenient if you would tell us exactly what was the constitution of this district committee. I understand you to say that prior to 1880 there had been many strikes or interruptions?—No; the different shipbuilding yards used to elect a committee at each yard who used to go and meet the employers. Practically each yard used to manage its own business; but the employers being on the association, met as one body, while we were all divided. Here is a copy of our district committee rules (*handing in the same*).

22,075. What took place in 1880?—The formation of this district committee to look after the interests of the trade. The first question that arose was an advance of wages.

22,076. Then the district committee was not a committee including employers?—No.

22,077. It was not a board?—Not a board composed of employers; simply of the workmen. The first question they had in hand was a question of an advance of wages. In 1880, November 2nd, they received an advance of 1*s.* 6*d.* a week. The wages previous to that had been 31*s.* On April 12th, 1881, they again received an advance of wages, making 33*s.* 6*d.* The next question that was taken up by the men was the question of piece-work. Some of the yards had been working piece-work since 1879, and they had different systems of working. Some firms would let a whole vessel to so many men; other firms would let the work out in detail; others again would let the work to two or three men and employ some other men working for them on time, and practically carried on a sweating system; and at last we decided that we would put an end to that system of work, and abolished piece-work in 1882. We have had no further trouble with it as far as the piece-work is concerned. We have gone on since 1882 without any piece-work in the shipbuilding trade.

22,078. You went beyond the abolition of what might be called sub-contracting if you abolished piece-work altogether?—Yes, we abolished it entirely, both sub-contracting and piece-work.

22,079. Of course there is a distinction between the two, is there not?—Yes, there is a distinction between sub-contracting and piece-work.

22,080. Then do you mean all the work in your Tyne district in connexion with your trade is done by the day?—Is done by the day, and as far as possible done within the firm—that is, in the joinery trade—unless it is some special class of work, a patent, for instance.

22,081. When you say it is done within the firm, you mean done by men in the permanent employ of the firm?—Yes, in the firm's employment.

22,082. Of course a good deal of work connected with shipbuilding, though not in your trade, continues even in the Tyne district to be

Mr. *Dale*—continued,

done by piece?—Yes, other trades work by piece.

22,083. Then was the objection of your Society to the particular form that piece-work or sub-contracting had taken, or was it an objection to piece-work under any conditions and circumstances?—Our members object to piece-work under any conditions at all.

22,084. Why?—Because they consider that the piece-work, having no fixed price, one man used to go and cut out another. The foreman would let a job for so much to one workman this week, and the following week he might let it to another one who would take it for so much less, and they used to work in this fashion; and at last, after it was investigated, the men would not allow piece-work to be wrought on any terms. They considered it was detrimental to the interests of the men themselves, keeping wages down and keeping men out of employment.

22,085. Did that objection largely turn upon the absence of price lists?—Of course that was one of the things that brought it up at the first, our having no fixed price list. Then, after the question had been thoroughly discussed by the members, they were satisfied themselves that it was not to their interest to work piece-work; that it tended to keep the men out of employment, and to keep wages down.

22,086. In what sense do you say it tended to keep men out of employment; how did it operate in that direction?—If a man was working piece-work he would not work piece-work for anything less than time and a half. Now if we had 50 men working on a ship, and they were receiving time and a half, if they were satisfied with time wages, there would have been work for 25 other men.

22,087. Do you mean that the men work on piece-work more vigorously and get through more work in a given time than when working by the day?—Decidedly; a man would work harder on piece than he would on time.

22,088. But the answer you gave just now did not extend to that. You said that 50 men working on piece-work would get more money than if they had been working on day work. But you did not say whether or not you meant that they did more work within a given time?—Oh, they do more work, there is no doubt about that, or they would not get the money.

22,089. They would do more work?—Oh, men working on piece naturally do more work than they do on time.

22,090. Then your objection to piece-work is that it makes a man work more vigorously?—It deprives other men of employment.

22,091. As a consequence?—Yes.

22,092. That is to say three piece-work men would work with that vigour that would be equivalent to the day work of four men, we will say?—No, I would not say of four men.

22,093. That is merely an illustration that I put. That is the principle on which you object to it?—Yes.

Mr. *Dale*—continued.

22,094. That it causes men to work with a zeal and an energy which leads to fewer men being employed to do a given amount of work?—Yes.

22,095. What is the next point to which you desire to draw our attention?—Another advance of wages in June 1882, making the wages 35*s.* 6*d.*

22,096. We are not so much concerned now to trace the variation in wages as to hear of any difficulties or disputes or suspensions of work that took place?—The next one was a notice of reduction given by the employers, to come into operation in March 1884. This made a change. This was arranged by the committee after several interviews with the employers. They accepted a uniform rate of 33*s.* per week. Previous to this the men had been paid anything they could get. The foreman used to fix the price; and in March 1884 there was a uniform rate of wages fixed at 33*s.* per week, which has been adhered to ever since.

22,097. Do you mean that in 1884 your organisation secured for its members 33*s.* a week?—A uniform rate of 33*s.* a week. Of course, previous to 1884 they had 35*s.* 6*d.* That was the top wage. But there were some men working for 27*s.* Then there was a uniform rate fixed at 33*s.* Those that were at 35*s.* 6*d.* went down to 33*s.*; those that were below advanced to 33*s.*

22,098. Do you say there has been no change since then?—There has been no change so far as a uniform rate is concerned. There may have been a rise in wages, but if there has been 2*s.* taken off the uniform rate has been the same, 31*s.*

22,099. You do not mean to imply that the 33*s.* has continued unchanged, but that the uniformity has been maintained?—Quite so.

22,100. What is the rate now?—36*s.* 6*d.*

22,101. What are the hours?—54.

22,102. Is there much overtime worked?—We do not work any overtime—at least practically no overtime. Six men are allowed half a day to finish up a vessel.

22,103. Do you not work overtime because it is not desired by the employer that you shall, or is there some opposition on the part of your Society to working overtime?—There is opposition on behalf of the Society to working overtime.

22,104. Is that opposition to systematic overtime or does it extend to occasional overtime; do you object to overtime in emergencies?—Of course the difficulty with us and the employers is as to what the employers consider systematic overtime and what we consider systematic overtime. We say that the employers get six men one half-day—that is all the overtime we will allow them, and that has been in operation since 1888, and we have never found any great difficulty in doing all the work they can get.

22,105. What is the amount of overtime?—Six men one half a day on a vessel.

22,106. Do you mean for the whole vessel?—Yes. They can have it either at the commence-

Mr. *Dale*—continued.

22,130. Will you tell us about them?—There was a dispute between the joiners and the shipwrights in Elswick shipyard in September 1887. It commenced the 1st of September and ended October 6th, 1887. This dispute arose through the firm letting the fittings of the main magazine of H.M.S. "Victoria" by contract to the shipwrights. This class of work on all previous vessels built by this firm—in fact on all war vessels that had been built on the Tyne—had always been done by the joiners of the firm. But they let this work to the shipwrights by contract, and the joiners protested, and getting no satisfaction they ceased working. The dispute ended on the firm giving a distinct guarantee that for the future this class of work would be done by the joiners. That was how the dispute terminated.

22,131. Had they, before letting it to the shipwrights, offered it to the joiners?—No, I do not think so. The joiners would not have had it by contract. The joiners would not have done the work by contract.

22,132. Therefore, if that was well known, the employers might have arranged with the shipwrights because of their being open to a contract?—It is quite possible that that was the reason that they let them have it.

22,133. Then when was the next difficulty?—With Schlesinger, Davis, and Co., at Wallsend. It was with reference to putting rails on iron stanchions and rail-ends. The shipwrights taking piece-work got this job in the same fashion, by contract, and the men requested the firm that in any future vessels, when this class of work had to be done, they would not insert these into the shipwrights' contract, as it was a class of work that had always been done by them. The employers refused to grant this request. The men were out about nine days, and after a deputation from the committee had interviewed the firm, they at last agreed that for the future they would leave this class of work out of the shipwrights' specifications, and not allow them to contract for it. Then the men resumed their work.

22,134. Has there not been even a more important dispute?—Yes; there was a dispute in 1890 against Mr. Burt's award, commencing August 1st, ending November 3rd, 1890.

22,135. Will you tell us how that arose?—The dispute arose through the joiners refusing to accept Mr. Burt's award. This was to apply to the whole of the yards in the district. Several meetings took place between the employers and the shipwrights and the joiners to see if the difficulty could be got over after Mr. Burt's award was issued.

22,136. I suppose that the question was referred to Mr. Burt by reason of the many difficulties that had arisen?—Yes.

22,137. Was it understood that Mr. Burt's award was to regulate the relations of the shipwrights to the ship joiners in the Tyne district generally?—Yes.

22,138. Not at one particular yard merely?—No, the whole district.

Mr. *Dale*—continued.

22,139. Then Mr. Burt made an award?—Yes.

22,140. Whilst he was making his inquiry and making his award, work was going on?—Yes.

22,141. Who took exception to his award?—The joiners.

22,142. That is your Society?—Yes.

22,143. I can quite understand a party to an award feeling dissatisfied, but what seemed to you to justify your unwillingness to observe it and to act upon it?—One of the reasons why the joiners objected to abide by Mr. Burt's award was this, that Mr. Burt in his award gave work away in the engineering department to the shipwrights, where evidence was not taken from. No evidence was taken from any of the engineering departments, and it affected the work of about 70 men there. In fact our men in calculating it up reckoned it would be taking the work of something like 70 men engaged in the engineering department who would be members of our Society. It was taking away work from the joiners.

22,144. I thought you said it was the engineering department?—Quite so, the joiners in the engineering departments. It was taking away work from them and giving it to the shipwrights.

22,145. I was not so much concerned to know what view was taken by each party of the decision given by Mr. Burt, but to ask you rather on what ground would you think it justifiable for a party to an arbitration not to observe its decision?—If an umpire goes out of his way to give work away where he has not been asked to interfere, I should argue that the party that was aggrieved had a good right to object. In the second place we contend that Mr. Burt did not give his award in accordance with the evidence that was given.

22,146. That would be his affair?—Quite so. That was his affair, but it was our affair to look after our interests.

22,147. Do not you think that most litigants or most persons engaged in controversy think so where a decision is given contrary to their expectations or desires or interests?—We thought it, and we proved our case.

22,148. I am rather inviting you to say whether you do not think that any parties agreeing to submit to the decision of an umpire are bound to abide by that decision?—Yes, if the umpire gives a fair and impartial decision on the evidence given.

22,149. Is not that equivalent to saying if an umpire makes an award that is satisfactory to him?—Quite so. We have proved our case.

22,150. Do not you think that it is a serious blow to the principle of arbitration, if the party who is disappointed with the award repudiates it?—You may think it is a serious blow to arbitration. Personally I am not a believer in arbitration at all.

22,151. You are a member of the Federation?—Quite so. I am only one. I have to go by the majority.

Mr. *Dale*—continued.

22,172. A board of conciliation has usually now come to be understood to mean representatives of employers and employed endeavouring to arrive at a settlement by mutual discussions?—Yes, perhaps so.

22,173. Is there any other point you would like to bring out?—No, I do not think there is.

Mr. *Burt.*

22,174. I do not care to ask you questions with regard to my award, or suggest any complaint as to the spirit in which you have given your evidence, but I will just ask you this question. The evidence was taken, I believe, and reported with my award; and so far as that goes it is a record which can be referred to?—Yes.

22,175. As a matter of fact, during the time the investigation was going on, were not there several stoppages of work—I will not call them strikes—arising out of friction between the joiners and the shipwrights, compelling our having to suspend the general investigation and to inquire into these particular differences?—Yes.

22,176. That is the fact?—Yes

22,177. Showing that there was hardly a spirit or temper prevailing that was likely to make an award acceptable. How long may I ask have you been opposed to arbitration?—I have never held arbitration up as a method. I was always of opinion that it was a very dangerous thing to work with—to leave the case in one man's hands, especially such complicated cases as we have between the trades.

22,178. And yet you were an arbitrator in this particular case?—Quite so.

22,179. And you were a party to appointing me as umpire?—On behalf of the Society, yes.

22,180. And it was after you and your colleagues failed to come to terms that it was left for me to make, a decision?—Quite so. I admit that there was a certain difficulty in the way, as you yourself admitted, that our positions led us to be rather advocates. It was unfortunate for you, I daresay, that we advocated our cases more to look after our own interests than to lend assistance to you. There may have been a good deal in that.

22,181. Would it be fair to ask you whether, after the award was given, you attended the meetings of the joiners, and to some extent encouraged them in refusing to abide by the award?—I do not think that anybody could say I encouraged them to either accept it or to reject it. I was asked to attend the meetings and give them a fair statement of the evidence that had been taken, and of course I did so. After that the men decided for themselves what course they would pursue.

Mr. *Trow.*

22,182. You say you are in favour of conciliation boards, and not arbitration?—Yes.

22,183. Five, or seven, or more men?—Yes.

Mr. *Trow*—continued.

22,184. Would you appoint a chairman?—I would leave the board to do that.

22,185. Why do you take five or seven as the number?—They can form the constitution of the board of conciliation how they choose. I am not particular. They can make it six or anything they like, provided they have a number of men, three or four, or any number they like. They can make their own arrangements how they are going to conduct their business.

22,186. In the case of even voting, how is the question to be decided?—The board would have to decide that.

22,187. Could the board exist and conduct its business without a chairman?—It is quite possible that you may have six or seven. They might be unanimous when arriving at their decision.

22,188. A single arbitrator may give an award which is satisfactory to one party, and the other may grumble?—Our experience has not been that way, unfortunately.

22,189. I want you to point out to the Commission, in case of even voting on your conciliation board, what is the next step you are going to take?—Of course I am not prepared to indicate. I do not know that ever such a thing will occur, and if it does not occur, there is not much use in discussing it.

22,190. It has occurred hundreds of times in the past. Would it be fair to ask you if a vote was taken on the question between you and the shipwrights when they put in 16 objections and you put in 16. Was there a vote taken upon the objections by the conciliation board?—We do not know how the conciliation board arrived at their decision. They simply heard the shipwrights and the joiners, and we were told to retire.

22,191. But you believe in majorities, do not you?—Yes.

22,192. Then is not that leaving it to one man when there is close voting?—Of course if they were five to four, there would be a majority. That is true. But as I have said, we do not know at all how they arrived at the decision. They may have been unanimous and they may not.

22,193. Your strong objection is to leaving it to one man?—Yes, because one man may make a mistake more readily than four or five, or seven either, will do.

22,194. Now with regard to this strike on the Tyne, would it not have been better, after you had submitted it, for the men to have gone on to work, but to have protested against the award, and have asked for reconsideration?—We had a suggestion from the employers to form a board of conciliation, and we were quite willing to do so. The employer said, "Work "with the award for three months, and then "put it in the fire and burn it, and then form a "board of conciliation." We were willing to form a board of conciliation, but we declined to work to the award. On the other hand, the shipwrights had some other scheme with regard

Sir *E. Harland*—continued.

upon a uniform wage of 33*s.* Now is it not taking under-money when you go from 35*s.* 6*d.* to 33*s.* ?—That was brought about in place of a reduction. We had a notice of a reduction served upon us, and that is the reason the money came down.

Mr. *Dale.*

22,223. I think the witness meant by "under-money" working for less than the highest rate prevailing ?—Yes.

Sir *E. Harland.*

22,224. Previous to 1884 you had received 35*s.* 6*d.* ?—Yes.

22,225. Afterwards you were content to receive only 33*s.* ?—Yes.

22,226. Is not that a come down in wage ?—It was not a come down in the whole district.

22,227. Was is not a come down for you ?—It was a come down for me personally.

22,228. Before you were content to receive 35*s.* 6*d.*, and you admit there are different classes of men, some better than others, and yet you would lead us to suppose that it was just and fair that the inferior men who before had only received 27*s.* should be raised up to 33*s.*, and that the superior men who had before received 35*s.* 6*d.* should come down to the level of 33*s.* Do you think that is a fair reward for the superior intelligence and skill, and probably the extra amount of industry that you brought to bear upon your job ?—As I have already stated, there are different classes of work each man has to do, and if a man is a skilful workman he can get through his work much better. Then there is another reason which enables the men to go in for this uniform rate of pay, which is this: If a man was receiving 35*s.* 6*d.*, and he was paid off and went to the other side of the river, that firm would write to the firm from which he came and in some cases he got a 1*s.* less than that. I have known men who have been working for the full money to go across to the other side of the river and have a reduction of 3*s.* or 4*s.* a week. Now if he could work for the full money for Palmer he was certainly entitled to the full money from Hawthorne, Leslie, or any other shipbuilders. We often had men who had been receiving for years the full amount of wages paid off at one yard and going to another and suffering the reduction of 3*s.* or 4*s.* a week.

22,229. We must not consider the relative treatment of the men by different firms, but we must consider the different classes of joiners in one concern each with the other and as to the wages they receive. Confining yourself therefore to one yard, where the same set of men were working together for a long time, I would ask you, do you consider it fair that a man whom you admit would be inferior to you in ability to turn out work either in quality or quantity should receive the same wages as yourself, who, from what I am able to gather, were able to do the work better and to do more

Sir *E. Harland*—continued.

of it ?—I do not see the hardship of it, because if a man is not able to do the finer portions there is other class of work which is to be done. and the man who is doing the finer portions would receive the same rate of pay which the man receives who is doing the hard work, and who is keeping up perhaps with a smarter man. He suffers in the long run because if he is not an efficient workman he is amongst the first to be discharged. I should say that a uniform rate of pay ought to be beneficial to the employers, because the employers will see that the apprentices that they have will turn out good and efficient workmen, seeing that they have to pay them all the same rate.

22,230. What encouragement is there to a workman to endeavour to excel in his trade, and to be industrious and smart at it, when he sees alongside of him a man inferior to himself in every one of those respects who is yet receiving the same money ?—There is this encouragement, that he has the satisfaction that he can turn out a job as smart and as good as any man going, and he also has the preference when the times are slack in being kept on, while other men are being discharged. That is an inducement for him to keep in the race and to keep himself in the front.

22,231. You see by this arrangement you actually reduce the wages of the best men from 35*s.* 6*d.* to 32*s.* Now, is not it very unfair for the best men to be pulled down in order to pull up others who are their inferiors ?—We do not think it is unfair; we think it is a very satisfactory arrangement.

22,232. Had it not the effect of bringing up the total amount of money paid to a given number of joiners, including the good ones and the bad ones, so that more money was paid to a given number of men ?—I could not say, but I do not think there was any advance. The men did not suffer a reduction, but I do not think there was any advance.

22,233. Is it not usual for there to be more inferior hands than superior ones ?—I think that when the employers summed it up they would find, with wages at a uniform rate of 33*s.*, they were paying just about the average which was being paid in the district.

22,234. If half of them were getting 27*s.* before, and the other half getting 35*s.* 6*d.*, and they were all brought to a uniform rate of 33*s.*, is it not evident that it resulted in a rise on the whole ?—But there were not that number receiving 27*s.* There may have been individual cases, but you must not imagine that half of the men were being paid 27*s.* Some of them would be receiving 34*s.* 6*d.*, 34*s.*, and 33*s.* I think on the whole that the wages they were being paid on the Tyne were something like 33*s.*

22,235. Now, with reference to disputes between your body and the joiners. You objected to arbitration, and you say you are in favour of conciliation, but I fail to see how you distinguish between a board of conciliation and a board of arbitration. I understand that even on a board of conciliation you would prefer

Sir *E. Harland*—continued.

neither of the litigants forming part of such board?—That is so.

22,236. Neither your employers nor any of your own hands—you would have outsiders on it?—I do not say the employers should not be represented on the board. The employer is a third party, he ought to have somebody to watch his interest at any rate.

22,237. You are confining yourself now, then, to disputes between the carpenters and joiners?—Yes.

22,238. You would prefer then to be represented on that board by some men in favour of the joiners and some in favour of the carpenters?—No. I would have the board independent of either joiners or shipwrights, if the dispute was between them.

22,239. What class of the community would you propose should be on the board of conciliation?—We think that the different classes of men in the yard working with them should form the board.

22,240. You mean platers, for instance?—Yes.

22,241. How do you suppose platers would be able to judge as well in regard to points in dispute as they would be if they were accustomed to wood-work?—The platers are working along with these men. These men are in the yard every day with them working alongside them. The dispute crops up. They know what has been the custom in the district.

22,242. Customs may have worked fairly well in olden times, but things have changed and modifications are necessary to suit the modern style of work. Now, I suppose you would admit that occasionally it is difficult to strike the line of demarcation between the joinery work and the carpentry work?—Yes.

22,243. Take, for instance, the very case to which you referred about the magazines in these warships, it is only within the last two or three years that magazines in warships have been constructed on the Tyne?—I think Palmers' people built the "Terror" in 1856.

22,244. Well, say 30 years ago, but shipjoiners as a body are much older than 30 years?—Yes, but with regard to Government work the joiners have been doing that work continuously from 1856.

22,245. Are these magazines principally of teak—hard wood?—Yes.

22,246. And 3 or 4 inches thick?—That is the fitting. The lining itself is only 1½ inches thick. Then the fittings come in after that. The fittings may be heavier. The fittings may be 3 inches thick. The fittings may be pine, but the linings of the magazines are all teak.

22,247. Is there any caulked work about a magazine?—Not that I know of.

22,248. When was there caulked work?—There may have been in 1856.

22,249. Then when there was caulked work did the carpenters construct the magazines?—No.

22,250. Did they never construct the magazines?—In Palmers' the joiners built the first magazine in the "Terror." They used to build them with 3-inch plank. The shipwrights caulked them. Then they had two or three linings inside of that. Now the whole of the magazine is made inside a water-tight compartment.

22,251. Is it not a very curious feature that one section of the men should do part of the job and another section of the men should come and finish it?—No.

22,252. Some of this work is now done by machinery?—Yes.

22,253. However, you will admit that there are circumstances when it is very difficult indeed to draw a line of demarcation quite fairly between the two?—We admit that.

22,254. Then who do you think could possibly be a better arbitrator in a case like that than the employer?—But the employer will not act. That is the difficulty we had. Before we went to anybody we suggested to the employers, Mr. Coate, Mr. Price, and Mr. Swan, three members of the Employers' Association, that they should take the matter up, but the employers failed to take the matter up. In fact the employers have always declined. They did not care who did the work. As far as we were concerned, before ever we went into a dispute at all, we would have said "You, the employers, should take "the matter in hand and assist us to draw up a "list of work."

22,255. Did the carpenters also agree that the employers should decide it?—Certainly not. That is where the difficulty came in.

22,256. I had not the opportunity of being here when the shipwrights were being examined, but I think you stated that the shipwrights objected to accept the employer as an arbiter in the matter?—Decidedly so. Their reason, in our opinion, was a very paltry reason. They stated to us that seeing that the joiners had 2*s*. per week less than the shipwrights the employers would be willing to favour the joiners and give the work to them in preference to the shipwrights. Our employers have always told us that the reasons that the shipwrights receive 2*s*. per week more than the joiner is on account of the time which he loses. The joiner is not supposed to lose any time by the bad weather, whereas the shipwright when it is bad weather is sent home.

22,257. Do you think that for the sake of 2*s*. a week the employers would give an unfair decision between the two?—As far as we were concerned we were not afraid to trust the employers. We were wishing that they should do it. This was the shipwrights' objection.

22,258. You will understand that I am referring to an employer arbitrating with regard to his own works. I do not mean that the employers should be called together by other employers, but am referring to the propriety of the members of these two trades leaving it to the employer as being a person most likely to best understand it and most likely to adjudicate fairly?—But the customs vary so in different yards.

22,259. But what I am submitting to you is, would it not be better that the employer at a

Sir *E. Harland*—continued.

particular yard should be allowed to be the arbitrator?—Yes, but the employer will not.

22,260. Of course if he will not he will not?—

Mr. *Dale.*

22,261. It many cases stated by Mr. Chandler it was the employers' decision that caused the conflict?—Yes, that might have been in some cases in the first stage.

22,262. Sir Edward Harland was not, I think, confining himself to the Tyne particularly. He was putting to you whether these conflicts between the two trades could arise at all, if the decision of the employer, or the regulation of the employer if you choose to call it so, was simply accepted by both parties?—Of course the trades have never agreed to allow the employer to upset the custom in his place to suit himself. There might be a difficulty come in there. For instance, if he was very busy with a passenger vessel and with the joinery work, there might be some portions of the work that the joiners for years past had been doing in his establishment that could be equally well done by the shipwrights, and he might wish to pass that over to the shipwrights. The joiners would say no, and the same thing applies to the shipwrights. They might say "No, this work has always been done by us."

Sir *E. Harland.*

22,263. Do you not think it is really to the interest of the workmen to assist the employers in doing their best to turn out the greatest amount of work and in the best manner, in order to secure the more work to this country?—Quite so. As far as we are concerned we have always been able to supply them with as many men as they wanted.

22,264. Suppose you can supply them not only with as many but with a surplus, do you think it would be fair if the employers, in regard to some particular job, bordering very closely on joinery work, were disposed to put your surplus men on the job? Would it not be satisfactory to the joiners that that should be mutually agreed between you and the carpenters?—If that had always been carried out I do not suppose there would have been any friction.

22,265. Would you desire that to be brought about?—I do not think there is any chance of that.

22,266. The difference between the work is rather in the nature of the tools you use than in the intelligence you employ, and do not you think it is extremely unwise to squabble amongst yourselves and let work slip from your district or from the country to some other?—We are doing the best we can to prevent these disputes.

22,267. Is there not room for a good deal to be done amongst yourselves so that you would not have to bring these things to a board of conciliation and arbitration? Would it not be better that there should be a little give and take among yourselves?—If a question comes up, I do not say a dispute, we go to the board, and

Sir *E. Harland*—continued.

we arrange the matter without having any stoppage.

22,268. From your description these disputes seem unfortunately to be rather frequent?—That was previous to the list being drawn up. Since the list has been drawn up this has been the method that has been pursued.

22,268*a*. You have drawn up a list now?—Yes.

22,269. Perhaps there is no business in the world which has changed and become so modified and varied as shipbuilding has since iron was introduced, and I imagine you can hardly hope that that list which has been drawn up, and is now considered to embrace every kind of class of joinery work, and carpentry work will last very long, so that it is to be feared some other cases will soon arise, and you will be at loggerheads again?—As far as we are concerned, we intend to avoid having any more disputes if we can possibly arrange them.

22,270. Are you then really earnestly in favour of the employer in the yard where you are working, being recognised as the best person to settle these disputes between the different branches in the trade?—Yes, but unfortunately the employers will not take up that position.

22,271. Of course, if the employers will not do it we cannot compel them to do it, but I was endeavouring to ascertain from you whether that would be your desire if the employers would agree to it, and if the carpenters would agree to it?—We do not see any objection if any question outside of the book, or on the book crops up, that the employer or the manager should say who ought to do the work. We do not see any reason why he should not.

22,272. But would you like to see him deputed to do that? It must be a little more than that, you do not see why he should not. Would you like to see him appointed as a sole arbitrator in the matter?—No, I do not think I would care about him being the sole arbitrator in the matter.

22,273. You seem to be dreadfully afraid of "sole arbitrator." Now going to that point, I understood you suggested there should be a conciliation board consisting of five or seven members, and I think you also mentioned three?—I am not particular as to the number.

22,274. In view of the fact that your section of the workers have disagreed, and not being disposed to accept the decision of Mr. Burt as an umpire, does it not occur to you that although the board might consist of several members, ultimately it might frequently result in a final decision by a majority of one?—It might of course. We have no knowledge of that.

22,275. Suppose there are 12 on a committee, and I am sure you must have had experience of committees, and there are six on the one side and six on the other. What is the result?—Somebody will have to give a casting vote I suppose.

22,276. Is not that casting vote equivalent to its being a vote of an umpire? Does it not

Sir *E. Harland*—continued.

resolve itself into one man's opinion after all?—It would in that case.

22,277. Or suppose you fix three, then there might be one and one and the third gives the casting vote; and it frequently happens that the decision is the result of a casting vote?—

Mr. *Dale.*

22,278. What I understood the witness to mean was this, that an arbitration board, constituted not of parties to the dispute at all, but of persons entirely uninterested in the dispute, if consisting we will say of five persons could only give a binding decision, which accorded with the judgment of at least three of them, and that he thought it more probable that a right decision would be given if he secured the judgment of three out of five than if it was the judgment of one man. That is the sense in which I think he prefers an arbitration board to a sole arbitrator?—That is so.

Sir *E. Harland.*

22,279. You did not agree to abide by Mr. Burt's decision because your branch of the trade considers it was not a fair one. Do you base that objection on the ground that Mr. Burt went into an outside question of the engineer's department, or do you base it generally upon his award?—Of course the engineering portion was one of them. Then we had the award itself not having been given in accordance with the evidence. That was the objection.

22,280. If the parties to a litigation agree to appoint any one man or three men to decide the point, of course it is understood that they are bound to accept it, even although both sides perhaps may question the justice of the thing, but you undertake in the first instance to abide by it?—Yes.

22,281. Now if you undertake to abide by it, and you do not ultimately abide by it, how do you suppose that upon that principle the commerce of the country can be carried on? If a merchant made a bargain to buy something, or to sell something, on given terms, or a shipbuilder undertook to take a contract on certain terms, and then would not do it, how do you suppose the commerce of the country could be carried on; must not there be a just determination to abide by what you agreed to do?—As far as our men were concerned, they were quite prepared to accept it if Mr. Burt had given his decision in accordance with the evidence as the agreement was drawn out, that the evidence had to be taken in the first instance from the Tyne. Seeing that no evidence was taken from the outside districts, the men took objection to it as not in accordance with the customs of the district, and as I have already stated, they proved to a board of conciliation that their contention was correct.

22,282. Would it not have been your place, when you found that Mr. Burt had closed the case, and was considering in his own mind as to what the award would be to have chosen that time for drawing his attention to the matter, and to have said "Mr. arbitrator, you have left "out of consideration a certain district, or a "certain class of points which formed part of "the submission"?—Yes, but unfortunately the award was published in the paper before we knew anything at all about it.

22,283. Is it not usual for those who watch such cases to be on the alert on both sides, and to take very good care that all the points that are to be submitted have been brought before the arbitrator?—Perhaps so.

22,284. I am afraid from what you have stated, there was some indifference to the consideration of the question. At any rate you did not abide by the award, and the award resulted in the continuance of the strike?—Yes.

22,285. No doubt resulting in a very serious loss to both sides?—The award came out about the 3rd or 4th of March, and the dispute commenced on the 1st of August. From the time of the award being published I should think that every endeavour was made to amicably arrange matters without resorting to a strike.

22,286. You refer to ship joiners in your district not taking piece-work?—Yes.

22,287. Whilst the carpenters do?—The shipwrights do not work on piece now. I do not think they do.

22,288. I thought you mentioned that they did?—That was up to 1887. I think they have abolished piece-work since then.

22,289. Up to the time the carpenters worked piece-work, that is up to 1887, did not the joiners work piece-work too?—No. The joiners stopped piece-work in 1882.

22,290. I put the question because in years gone by, the Tyne joiners did do piece-work?—Yes.

22,291. You will perhaps remember that a good deal of the work was done piece-work formerly?—They wrought piece-work up to 1882.

22,292. Both carpenters and joiners have ceased to do piece-work for the last few years?—I think the shipwrights have abolished piece-work as well as the joiners.

Mr. *Dale.*

22,293. Does that include contract work?—Yes.

Sir *E. Harland.*

22,294. Do a number of you never take all the joinery work for a ship as a lump job?—No.

22,295. With regard to overtime, you told us that half a day might be worked overtime by six men, but that this was quite irrespective of the magnitude of the job which was desired to be hurried out of hand?—Yes.

22,296. You also mentioned that you gave an option to the employer to have this overtime worked either at the beginning or the end of the job?—Yes.

22,297. In your experience, did you ever know overtime required at the beginning of a job?—Sometimes.

Sir *E. Harland*—continued.

22,298. If you give them an option of the beginning of a job or the end of it, you must assume that the option is worth something; but did you ever know of overtime being executed at the beginning of a job?—It is very seldom they will want to work overtime when they commence with a ship.

22,299. In an enormously complicated structure like a ship, where there are perhaps 25 or 30 distinct trades employed, you can readily imagine that when that ship is nearly finished she may be completed all ready for sea or trial except in one department which is a little behind?—Yes.

22,300. Do you think it is fair to yourselves, as workmen anxious to see trade prosper in your district, to put a limitation on your own men, who might otherwise be willing to get this job, which is in the last stage as it were, finished—do you think it is fair to lay down a hard and fast line and say that that ship, costing an enormous sum of money, shall be lying here useless for a week or a month, simply because your rule is that you will not allow the joinery work to be finished by the aid of a few extra men working for two or three nights five or six hours overtime? Do you think it is prudent on your part?—We have never had any difficulty with the employer over the question. We have been able to finish all the vessels they have had—some of them first-class passenger vessels—without any friction with the employer over it.

22,301. Supposing a case to arise where the builder was most anxious to put some more men on, do you think it would be fair, from the statement you have made, that that rule which you have laid down should be strictly adhered to?—That is a question for the men. If any employer were in that position which you have just stated, he could request the district committee to allow his men in this particular instance so much overtime, and of course the case would be considered on its merits. This is the rule as it stands. Whether it could be altered to suit an emergency or not I do not know.

22,302. Do you think it is wise to lay down such rules? Do you think a shipbuilder has the time, even if he has the inclination, a day or two before a ship is going to sea, to give you notice that there is to be a meeting of the trade to consider whether a certain number of men shall be permitted to work a few hours longer? Do not you think that such an arbitrary rule on your part would tend to disgust an employer?—It has not done so up to now at any rate.

22,303. I am assuming that this is done, not with any wish to take work away from the men, and of course extra payment would be made to them?—Yes.

22,304. I am assuming it is solely with the object of turning out the work expeditiously and satisfactorily to all concerned. Do you think if the builders were to go upon that principle there would be anything like as many ships built in your district as there are?—If we take the vessels which have been built during the last few years, we do not see that

Sir *E. Harland*—continued.

anything has happened to make us alter our opinion with regard to the working of overtime. 1888 was the year we stopped it. We paid the donation benefit *1l.* 6*s* 7½*d.* per member. From 1888 to 1889 we paid 13*s.* 4½*d.*; from 1889 to 1890 we paid 5*s.* 9*d.*; and though everybody will admit that the tonnage was a great deal less in the last year than it was the previous year, we paid in 1890 to 1891, 3*s.* 10½*d.* per member, so that we have had no reason to be dissatisfied with the stopping of overtime.

22,305. Supposing there are a dozen men who have been carrying on a job for six months and it turns out that this particular department is behind all the others engaged on the ship, do you think it would be fair or unfair for the employer that those dozen men who in a few days' overtime could finish it, should not be allowed to do so, but that the employer must bring strangers out from the streets on to that job rather than those men who have been steadily on it, should not be permitted to finish it with a little extra overtime?—We have never found any difficulty because when it comes to that, he has only to put another dozen men on it and there are plenty of them.

22,306. But you will only allow half a dozen men to work overtime and half a dozen on some of these large ships would be like a fly, they would be no use at all?—The foreman will have to look out and see and get his work ready.

22,307. Foremen are only men, and you must be aware that the joiners' work cannot start until the iron men have finished their department?—That is so.

22,308. By what foresight then could the foreman of the joiners anticipate exactly when the iron men would be able to clear out and let them get to their work?—He has been able to manage it so far that we have never had any friction, at any rate.

22,309. If you have never had any friction why should you be so particular as to laying down a rule if the rule was not needed?—It was needed. We used to have a hundred men working overtime for two or three months on a vessel. Now we have none of that. We can get the work done without working this overtime.

22,310. You will admit, I suppose, that there is less overtime nowadays, on account, probably, of the increased wages, than there used to be 20 or 30 years ago?—Certainly.

22,311. When I was apprenticed I worked a day and a quarter for four years without ever a stop, and was none the worse for it; and it was far longer hours. It was 72 hours a week; consequently I think you will admit that there is less overtime worked now than there was formerly?—Certainly.

22,312. If the tendency is to work less now why should you have imposed such a tremendously strict rule with regard to this overtime that not more than six men should be put upon it for half a day?—It was on account of the overtime that had been wrought previously. We considered it was unnecessary, and we say it is

Sir *E. Harland*—continued.

unnecessary now because we can do all the work there is to do without any trouble. There was not so much machinery used in the days when you were apprenticed. Now with the machinery they have got, they can turn out the work a good deal quicker. Of course a man after 72 hours' work a week may have been fresh, but it is not my experience to be fresher after working a week of 72 hours than it is after working a week of 54.

22,313. You will admit that your section of the trade is generally the last work that is done on board the ship?—No; the painter finishes it.

22,314. The joiners and painters are generally the last?—Yes.

22,315. Suppose some of the fittings have been delayed by the railway in transit, and as is often the case, they come down hurriedly at the last moment, does it not strike you that your department is the very last department where such a hard and fast rule should be laid down? Do you not, on consideration, think that under circumstances of delay, such as I have mentioned, the rule should be relaxed?—As I have already said, if there is any exceptional case like that crops up it will have to be dealt with on its merits. The rule is there. There would have to be a new application, or there would be no overtime wrought.

22,316. It would be necessary to call a meeting of delegates to consider it?—No; the committee would settle that.

22,317. The committee of the district?—Yes.

22,318. A day or two might be spent over it?—Not necessarily more than one. If you made an application in the morning there might be a meeting of the committee at night.

22,319. Are not all these restrictions obstacles in the way of prosperity in the trade?—We have nothing to complain of with regard to that. It has not done us any harm, at any rate, and I think the other trades that follow in our footsteps, and restrict overtime, are in a better position than they were a few years ago.

22,320. I sincerely hope it will continue, though I am afraid it will not?—The working of overtime will not benefit us at any rate.

Mr. *Austin.*

22,321. The minimum standard of wages, I understand you to say, was fixed to protect the weak?—Yes.

22,322. In your rules is there anything to preclude the employer from recognising the superior skill of the workmen above that minimum standard?—No; there is nothing in our rules, but, as a general practice, the employer never pays any more than he is required to pay. There is nothing in our rules. Our arrangement with the employers is at present that every man receives 36*s.* 6*d.* That is his wages. If there are any of them getting more than that it is unknown to us. We have no rule that debars a man from getting more.

Mr. *Austin*—continued.

22,323. As a matter of fact do the employers recognise that superior skill of the workmen?—No, not according to my experience.

22,324. They do not sometimes give them anything extra above the minimum standard?—I should say not.

Mr. *Dale.*

22,325. In fact, if in your district the employers were to introduce a system of so doing would you not come back to the former system of varying wages?—I am afraid the men would say, "If this man is going to receive 38*s.* 6*d.* we are going to have it too." It is quite possible that would come about. I do not know that there has ever a case cropped up.

22,326. Does a shipwright ever pass into the ship-joiner class or the reverse?—No.

22,327. Once a shipwright always a shipwright?—Yes.

22,328. Once a ship-joiner always a ship-joiner?—Yes; there is no interchange of cards as far as the shipwrights and joiners are concerned.

Duke of *Devonshire.*

22,329. I have not heard quite the whole of your evidence upon what may be called demarcation disputes; but I suppose you admit that their occurrence is a misfortune to the trade?—Yes.

22,330. And I daresay you have answered this question; but I should be glad to know. Have you any suggestion to make as to the mode of preventing them?—I do not see any better mode than a board of conciliation to be formed.

22,331. But is that a general board of conciliation, or a board for each district?—A board for each district. If you had a permanent board established for the Tyne district, or the Clyde district, we would hope to prevent disputes.

22,332. And how do you suggest that that board should be constituted?—I am of opinion that representatives of the different trades in the yard ought to form the board.

22,333. With any representative of the masters?—I think the employer should always have somebody there to look after his interests, so that there should be no over-lapping.

22,334. And would he be the actual president of the board?—No, I should think not. I would leave the board to settle how they would constitute themselves; but I should think that the employers' representative should be there to watch after the interest of the employer.

22,335. You have stated, I believe, that such an arrangement has been arrived at on the Tyne?—On the Wear. It is the Wear where the board of conciliation is formed.

22,336. With the effect of putting a stop to these ditputes?—They never have any disputes on the Wear. They are arranged by the board of conciliation. What I mean by never have

Duke of *Devonshire*—continued.

any disputes, is that there is no stoppage of work.

22,337. Questions which arise between different trades have been settled by this board?—Yes.

22,338. Do you believe that the workmen are on the whole generally favourable to that system?—Yes, I should think the workmen are favourable to boards of this description being formed.

22,339. And how do you account for their not having been generally formed as yet?—I could not give you an answer why they have not been formed in the past.

22,340. Somebody must take the initiative, I suppose?—Somebody must take the lead. With regard to meeting the employers, every trade has met the employers on their own behalf, and made the best arrangements they possibly could. With regard to these other disputes between trades, they have tried to settle them, I daresay, too. In some cases

Duke of *Devonshire*—continued.

unfortunately disputes have occurred over them, and stoppage of work. In many cases two trades representatives have been able to arrange. But still I should think that if a board of conbiliation were formed, it would for the future prevent these disputes, and this stoppage of work taking place at all.

22,341. If the masters in any particular district were to take the initiative in suggesting to the men to form such boards, would their action be favourably viewed or not?—I believe if the employers would set about forming a board, that the men would support them. This board of conciliation in Sunderland has been formed by the employers and the workmen.

22,342. A board for this purpose?—The control of these questions.

22,343. For settling all disputes?—Yes.

22,344. The taking of the initiative by the employers would not be considered by the men as an undue interference with them?—I do not think so.

The witnesses withdrew.

Mr. WILLIAM MOSSES called and examined.

Mr. *Dale*.

22,345. You are the general secretary of the United Pattern-makers' Association, are you not?—Yes.

22,346. Which Association has its head-quarters at Manchester?—Yes.

22,347. That is where you reside probably?—Yes.

22,348. You are also I think the secretary of the Federation of Engineering and Shipbuilding Trades in the United Kingdom of which we have already heard something?—Yes.

22,349. Does your Society of pattern-makers embrace the pattern-makers in connexion with the engineering and shipbuilding trades?—Yes.

22,350. It is not the only society which admits pattern-makers to its membership, is it?—No, there are several others.

22,351. But it is the only society which embraces pattern-makers only?—Yes.

22,352. It is the principal society which, although not confined to pattern-makers, includes them?—The Amalgamated Society of Engineers and the Steam-Engine-Makers' also admits pattern-makers and the National Trade United Society of Engineers admits pattern-makers, though I do not know if they have any.

22,353. How many members have you?—We have 2,400.

22,354. Are they spread over a wide area?—There are 54 branches spread over the principal engineering centres of the United Kingdom.

22,355. Do you include Ireland?—We have one branch in Ireland—at Belfast.

22,356. Has your Association had to deal with any recent strike or has it been concerned in any recent strike?—Yes, we have been concerned in a strike at Belfast only a month ago.

Mr. *Dale*—continued,

22,357. Now will you turn to page 5 under the head of "strikes" in the document you have given me, and will you proceed to give us verbally the evidence that you have in writing before you on the subject of strikes?—We have not been engaged in very many strikes as a separate society—never at any time. Our strikes have usually been undertaken in connexion with the general body of the engineering trade. However, we have had two or three rather important strikes, one of which took place at Barrow at the works of the Naval Construction and Armament Company in the latter part of December 1889, to which Mr. Chandler has already made reference. It had reference to the question of the demarcation of work. It appears that in the Naval Construction Company or, as we call it, the Barrow shipyard, had been in the habit of employing joiners to make the patterns for heavy ships' castings. That had gone on for some time and we considered that the work belonged to us. We appealed to the Amalgamated Society of Carpenters and Joiners to stop their members working at this class of work, but they refused to do it. We interviewed the firm several times, and the managers were willing that we should settle the matter between our two selves, and they said they did not care who did the work as long as it was done, and they were quite willing that either party should do it. We tried the joiners again, and after negotiating for some weeks we found that we had no alternative but to come out on strike and we did so. 50 of our members came out from that works in the latter part of December 1889, and they were out on strike three weeks, and we succeeded in

Mr. *Dale*—continued.

getting the work given to our men, since which time we have had no dispute with the Amalgamated Society of Carpenters and Joiners with regard to the demarcation of work. In fact the repetition of a strike like this would be impossible now because they, as well as we, are united with the Federation of Engineering and Shipbuilding Trades and we should be able to settle a strike like that by arbitration. There was no provision for anything of the kind at the time that this dispute took place, and there was nothing else for it as far as we were concerned but to fight it out. The strike cost the Society about 80*l.*, and as an off-set it has been the means of finding constant employment for about a dozen or 20 men in doing the work that the joiners formerly did. We had another dispute for an advance of wages in Middlesbrough in December 1890 and part of January 1891. The movement embraced two firms, Messrs. Westgarth and English and the Teeside Iron-Works.

22,358. For what did you strike?—We struck for a rise from 34*s.* to 36*s.* We wanted 36*s.*, our wages then being 34*s.* The 2*s.* was offered and the strike at Westgarth's terminated by the acceptance of that offer. At the Teeside Iron-Works our members refused to go back till a man who refused to come out on strike with us had been displaced. The firm refused to do away with him and succeeded after some weeks in filling the shop with blacklegs. We appealed to the Federation of the Engineering and Shipbuilding Trades for their assistance in having that shop made a society shop again, and they sent Mr. Knight, Mr. Hey, and myself to Middlesbrough and we interviewed the manager of that firm, and he agreed that if the men could be induced to join a society that he would offer them every inducement to do so as far as moral suasion was concerned. We held a meeting again and they all agreed to join a society and they did so.

22,359. To join your Society?—No, they joined a society and we declared the shop open. That strike cost us about 120*l.*, and the loss of wages to our members was about 150*l.* There were 20 men engaged in the dispute for the first five weeks and for the remaining part of the time, that was, for three months there would be an average of five out. One of our members was victimised for the prominent part he took with regard to that dispute, and was paid off and could not get a job in Middlesbrough, and we had to keep him in full wages for some time until he got a job elsewhere. We shifted him at the expense of the Society and he is now working in another town.

22,360. What was the trade of the man that took work at the Teeside during the strike?—He was a pattern-maker.

22,361. Although he joined a society he did not join your Society?—No, he did not join our society.

22,362. The Amalgamated Society perhaps was it?—Yes. I may say that some of them left rather than join the Society, but those that stopped did join the Amalgamated Society.

Mr. *Dale*—continued.

22,363. You were also going to speak about some strike that took place at Belfast lately?—Yes, we have had a strike at Belfast this last month or six weeks; our members went in for an advance of 2*s.*, which was modified to 1*s.* before they came out on strike, there at Belfast.

22,364. From what to what was it?—They were paid at the rate of 35*s.*

22,365. And they went in for the advance of 1*s.*?—The rate of wages paid in contemporary shipbuilding ports is 37*s.*, and our members went in for 1*s.* a week, we wished to get 37*s.* from Belfast, and they thought it would be easier to get 36*s.* than 37*s.*, and we thought if we could get it without bothering, we would accept it although it left us 1*s.* less than the rate of wages that is paid in other contemporary shipbuilding centres. However, we failed in our object. We came out on strike on the 9th of April, and on the 25th of April we declared the strike at an end, because the members of another society went in and filled our members' places and made an offer to the employers to fill as many vacancies as they wished, and the employers accepted that offer. Thereupon we threw up the sponge and decided to bring the strike to a close. Some of our members have got started in work and some have not.

22,366. Are your members' places open for them still?—No.

22,367. You had to draft your members off to some other work?—We are still keeping them there walking about the streets of Belfast.

22,368. Then what you have told us amounts to this, that your experience of strikes in recent years has been that some of them have been attributable to disputes with other trades as to what belonged to you and what belonged to them?—Yes.

22,369. Others of them have been disputes with employers as to wages?—Yes.

22,370. And so far as the first is concerned, you think it is not likely to recur if the Federation which you have joined is maintained, one of the rules of that Federation being that if any dispute takes place between any of the societies forming this Federation it shall unless amicably settled, be referred to a court of arbitration, the members of which shall be selected by the parties to the dispute?—That is so. But we have occasional disputes with societies or with men who are not connected with any Trades Union and not affiliated with this Federation.

22,371. You say men, do you mean bodies of men?—No, generally with individuals, there may be half a dozen or two or three joiners who are introduced to our trade who do not belong to the Amalgamated Society of Carpenters and Joiners, and whom we have to deal with as occasion requires.

22,372. What kind of question would arise between you and them?—Just the question of trade infringement; they infringe upon our trade.

22,373. Do you mean because they are not union men, or because they do not belong to

Mr. *Dale*—continued.

your trade?—No; it is because they, as joiners, do pattern-makers' work.

22,374. Would it take this shape, that, finding certain firms employ men who are really not pattern-makers for pattern-making purposes, such men not being members of any society, you would object to that?—Yes.

22,375. And you would ask the firm to dismiss them, I suppose?—Yes, or relegate them to their own sphere.

22,376. To their own class of work?—Yes.

22,377. Practically, would not the form that such a dispute would take be one between your Society and the employers, rather than between your Society and the men?—We would ask the employer to do away with these men, and we would try every conceivable means to get a peaceable settlement of the grievances.

22,378. With the exception of having joined the Federation, and so, as it were, made provision for the avoidance of disputes between yourselves and other trades, members of the Federation, is there any other step that you have taken or have in contemplation that will avoid strikes, say strikes, for instance, arising between the employer and employed? Has your Society taken any step to prevent that, or has it any views as to the best mode in which steps can be taken?—No, we have not.

22,379. So far as the relationship of employer and employed and these questions that usually relate to strikes are concerned, you have nothing more to say?—No, nothing.

22,380. Then there are some other questions that you desire to draw our attention to, are there not?—Yes.

22,381. What are they?—The question of inspection of factories. Our members complain very much that their shops are never inspected by the Government factory inspector.

22,382. Pattern-making shops is that?—Pattern-making shops.

22,383. The work of your members is conducted entirely under cover, is it not?—Yes, that is generally apart from other shops. So far as I have been able to learn, there is not a single case where our members have ever seen a Government factory inspector inside pattern-shops. As a consequence, in many cases these shops are badly ventilated and dirty, and not whitewashed regularly, and altogether they are not fit to work in. On the Bristol Channel our members complain very much of the filthy state of the conveniences; that is, the conveniences in the ship-repairing yards, one place having to serve not only a large number of workmen, but also the crews of the ships undergoing repair, and in very many cases these men are foreigners of filthy habits, and our men have a very decided objection to using these conveniences at all. This, of course, only applies to ship-repairing shops. We suggest that a thorough system of factory inspection should be applied to every shop in the engineering trade, and if it were impossible that the inspectors should wear a distinguishing badge; we consider that an extract from their report, stating the shops

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they have visited and the condition in which they were found, should be affixed to each factory gate in order that the *employés* should know that their shops are being regularly inspected, and that the inspectors are doing their duty.

22,384. You wish inspectors to come and you wish it to be known that they have come?—Yes.

22,385. I suppose what you would insist upon a factory inspector doing in your trade is almost exclusively, perhaps exclusively, that which you have described as necessary with regard to ventilation, sanitation, and so on?—Yes, that is it.

22,386. It is not a question of safety?—Not so much; we have very little to complain of as far as that is concerned.

22,387. Then what is the next point?—There is the question of the character-note. This is a system that we object to very much—our members generally do at least. The character-note prevails in nearly every engineering centre in the United Kingdom. Its object avowedly is to learn if a new starter is of steady habits and of average ability as a workman, but its real object is to keep down wages and to punish those who have rendered themselves obnoxious to their employers by taking a too prominent part in any movement. The way in which the character-note operates against wages is as follows: If a man is compelled to leave a district where the wages are comparatively high and start work where the rate is much lower, he is paid at the lesser rate, and the character-note as applied to wages is quietly ignored; but if the conditions are reversed and he starts in a district where the wages are much higher than where he was formerly employed, full effect is given to the character-note and he is paid at the lower rate. Sometimes, however, this is rendered impossible by the fact that the Union are able to fix and maintain a minimum rate of wages and every new starter is required to get the rate at the shop, otherwise he would be withdrawn. In many cases, notably in Manchester, the employers refuse to pay the standard rate to the men who have come from low-paid districts, and as soon as they ascertain their former rate of wages they instantly discharge them, although the men may be of good moral character and of the necessary ability as workmen.

22,388. If they came from highly-paid districts the employers might be afraid they would bring the knowledge of the rate of wages in the highly-paid districts to the district to which they come, and so spread a desire in the low-paid districts to have their wages raised. But why should the employer find it to his interests to object to a man coming from a low-paid district?—He objects to it because he will not give him the wages. He does not object to a man coming from a highly-paid district, but he would only give him the low rate of wages. A man will get the average rate of the district where he starts, and not the rate of the district he came from unless the latter rate is the lower.

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22,389. I will read aloud what you said: "In "many cases, notably in Manchester, the "employers refuse to pay the standard rate to "the men who have come from low-paid "districts" ?—Yes.

22,390. That implies that Manchester is a highly-paid district?—Yes, that is so.

22,391. And as soon as they ascertain their former rate of wages they instantly discharge them, you say?—Yes.

22,392. Why should they discharge them?—Because they object to give a rise in wages.

22,393. They have taken them on because they need to increase the number of their workmen perhaps?—Yes. But they know that the men will demand the Manchester rate and they will not pay it if that means that the wages have to be increased a few shillings, and as a consequence, rather than increase the few shillings, they pay him off.

22,394. They would not pay him off if he was working at the low rate of wages, would they?—No, they would not, but a man would not be ready to start unless he got the standard rate in Manchester.

22,395. Still, the Manchester employer would have to augment his staff to the extent needful by employing men who have been paid the high standard?—Yes, and he would not be long before getting men who had been paid at the rate he was paying.

22,396. But would that imply that in the employer's opinion the man who had got a low rate of wages was not worth more, and that as he would not be permitted to accept less than the high standard, he might as well have a man who, having received a high standard of wages for some time, might thereby afford some evidence of his being worth it?—Yes, we surmise that may be the case, or it may be he has an instinctive dislike to raise a man's wages a few shillings. Sometimes wages vary to the extent of 10*s.* a week between the low-paid districts and the high-paid districts.

22,397. But you say your members would not be permitted to start at less than the high payment?—That is so.

22,398. Then the employer would not offer him the high rate?—There is no mention of wages till the character-note comes, and they send the character-note to his former employer, who of course fills it in, together with the rate of wages, and then he has not to get beyond that rate of wages. Then there is the question of victimisation by means of the character-note. The way in which the character-note operates against wages is as follows:—If a man is compelled to leave a district where the wages are comparatively high and start work where the rate is much lower, he is paid at the lesser rate and the character-note as applied to wages is quietly ignored, but if the conditions are reversed and he starts in a district where the wages are much higher than where he was formerly employed full effect is given to the character-note, and he is paid at the lower rate. Sometimes however this is rendered impossible by

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the fact that the Union are able to fix and maintain a minimum rate of wages, and every new starter is required to get the rate of the shop, otherwise he would be withdrawn. In many cases, notably in Manchester, the employers refuse to pay the standard rate to men who have come from low-paid districts, and as soon as they ascertain their former rate of wages they instantly discharge them although the men may be of irreproachable moral character and of undoubted ability as workmen, the sole reason being that such men have the misfortune to come from low-paid districts. With regard to victimisation by means of the character-note, employers ask the reason a man has left his former employment, and if it is because he has prominently identified himself with a wages or similar movement he is usually discharged at once, no reason being given, and the same procedure may be repeated time after time until the man has either to change his name, emigrate, or embark in some other occupation. We have had instances of this kind where our members who were out on strike had their names circulated throughout a district, and so were unable to obtain employment so long as the strike continued, whilst others who took an active part were compelled to change their names and declare they had just arrived from America or the Colonies in order to escape the operation of the character-note.

22,399. Your men were unable to obtain employment so long as the strike continued, do you say?—Yes.

22,400. Is the difficulty confined to that?—No; very often these men's names are circulated after the strike is finished. We do not object to them so much stopping the men starting whilst the strike is going on, but what we object to is the victimising of men after the strike is over.

22,401. You recognise that there is a distinction between the two?—Yes, there is a decided distinction.

22,402. Of course if an employer declined to set men on during a strike that would probably mean that he was not willing to take advantage of the difficulty a fellow employer was in by drawing his men away?—We do not object to them doing that while the strike is on, but it is afterwards.

22,403. But do you surmise merely that a man who has made himself prominent in connexion with some wages movement or other movement is black-listed, or do you know that to be so?—We know that to be the case.

22,404. And is that general all over the country?—No, it is very exceptional indeed. We do not in the least object to employers investigating the moral character and ability of the workmen, although we hold that it is unnecessary, but we have a very decided objection to our rates of wages being made the subject of inquiry, and we also object to our most active and prominent members being victimised by unscrupulous employers by the operation of this system. We are of opinion that the best way

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to abolish this evil would be the adoption of the system which applies to the mercantile marine of discharge-notes; every employer should be compelled to give a discharged workman a character to be given up when next he obtains employment, so that if any false or exaggerated statements are made concerning him he would be able to take means to vindicate himself.

22,405. In that case the character-note is given to the man himself?—Yes, and he would see what was on it.

22,406. Will you proceed, then, with what you have to say?—That is all I have to say with regard to that head.

22,407. What do you desire to say about trade infringement?—One of the chief disabilities we labour under is caused by the introduction into our trade of unauthorised workmen. These interlopers are chiefly joiners, but cabinet-makers, cartwrights, and other wood-workers are occasionally to be found working at pattern-making, The places where this evil is chiefly met with is in certain places in Scotland, viz.: Coatbridge, Airdrie, Motherwell, Wishaw, and the districts adjacent. Also in Aberdeen and Kilmarnock, whilst in some parts of Yorkshire and the Midlands the same practice prevails. In these districts our organisation is at a comparatively low ebb, hence we have been unable to do much to remedy this evil. The introduction of alien labour into our trade exerts a most disastrous influence upon wages. For instance, in Aberdeen, where any man who has worked in wood and will work for small wages, is qualified as a pattern-maker, the wages average 27*s.* per week. At Dundee, where we have a strong branch, our minimum rate is 34*s.*, whilst our average will be about 2*s.* more. At Johnstone, where a large number of joiners work at our trade, the wages are from 28*s.* to 30*s.*, whilst at Paisley, three miles away, the sum is 34*s.*, and at Renfrew 36*s.* At Wishaw, Motherwell, &c., pattern-makers' wages are anything from 24*s.* to 28*s.*, owing to the free access joiners and others have to our trade. At Glasgow, where our interests are strictly safe-guarded, our average is 36*s.* The same thing applies to the districts in Yorkshire and the Midlands I have already referred to. Whenever unauthorised workmen are employed at pattern-making the wages are a few shillings a week less than in these districts where we are able to prevent the introduction of outsiders. In fact, our wages list is an almost correct index of our freedom from the encroachment of joiners. Where the rate is high we enjoy immunity from this evil, and the reverse is the case where we show a low wage rate. The reason employers prefer that a certain proportion of their pattern-makers should not belong to the trade is that they are always willing to come at a very much reduced rate, and they thus are made instruments to bring down the rate of the shops in which they are employed. Perhaps the worst feature of this practice is that joiners and similar workmen,

Mr. *Dale*—continued.

being unable to work at our trade by themselves are set on to work at the same trade as a pattern-maker, the latter being compelled to act as instructor, and too often when trade becomes slack and men have to be paid off, the pattern-maker has to go, the interloper being a handy man, and being able to turn his hand to two trades and, moreover, working for a smaller wage, being preferred for constant employment.

22,408. That which you have now been describing has not reference probably to the disputes that have arisen between, we will say, yourselves and joiners or between shipwrights and joiners, each being a complete organised body?—No.

22,409. It rather deals with individuals?—No, that has reference to non-society men. Then we have a special grievance with regard to Government dockyards. We wish to draw the special attention of the Commision to our grievances in this respect in the Government Dockyard, Chatham. This yard is divided into two departments, viz.: Chief Constructor, and Chief Engineer. The Chief Constructor's department consists of shipwrights, fitters, turners, blacksmiths, and joiners. The Chief Engineer's department consists of fitters and turners, moulders, coppersmiths, and pattern-makers. Although no pattern-makers are supposed to be employed in the Chief Constructor's department, one shop has painted over it: "Pattern Makers' Shop C.C.*" and yet not a *bonâ fide* pattern-maker works therein. There are about 25 shipwrights who receive 33*s.* per week, and do the work of some of these men who have been there for years, and the description of work they do is chiefly shipwork; breakdowns, however, are done by these men. The principle upon which the shop is worked is that shipwrights are supposed to do everything in connexion with the building of a ship, and must do so regardless of the expense and waste such a system entails. The officials have apparently failed to realise yet that ships are now built of different material and under different circumstances to what they were 50 years ago, and shipwrights who were fully competent to do everything in connexion with shipbuilding then are utterly incompetent to do so now. The same principle applies to wages, because the shipwrights' rate being 33*s.*, the department does its best to keep the pattern-makers' wages down to that figure, and our members are of opinion that many pattern-makers would be permanently employed there by the subordinate practical officials if they would be willing to accept the same rate of wages as is paid to shipwrights.

22,410. That is a case in which the one organisation trenches as you think upon the proper work of the other?—Yes.

22,411. That is proper in the sense of custom do you mean?—In the sense that it is pattern-making work. We have another grievance in connection with dockyards, and that is the classification system. In the engineer's depart-

* In a letter to Mr. Drage (dated December 13th, 1892) the witness explains that this abbreviation "C.C." means Chief Constructor's Department as distinguished from the Chief Engineer's Department.—G. D.

Mr. *Dale*—continued.

ment one of the great injustices our trade suffers from is the classification system. Different men are paid at various rates, viz., 2*l*., 38*s*., 36*s*. and 34*s*., a man's character or ability has nothing to do with the rate he is started at, and if he is taken on at one of the lower rates he cannot get any more money until one of his fellow workmen who is paid at the higher rate either leaves or dies. We have another grievance in this department. There are two joiners working in the shop.

22,412. Does that arise from the authorities prescribing that there shall be only a certain number of men at such and such a rate, and a certain number of men at a different rate?—Yes, that is so.

22,413. Then do you think they pass from one to the other by seniority?—Not always. If a man gets started in the dockyard at the engineering department he will never get more than 34*s*., unless a man in the higher grade leaves off or dies.

22,414. Then that is seniority of service?—Yes, certainly. He has a chance but they do not always choose the men that have been there longest for promotion.

22,415. Then do you understand it to be this, that in an establishment employing a given number of pattern-makers it is assumed that there may reasonably be a certain proportion of them entitled to the higher wage and a certain proportion entitled to the intermediate rate, and a certain proportion entitled to the lower rate, and do they generally start a man at the low rate?—I do not know about them starting them. That is the idea that the Government dockyard have, that there shall be so many at these varying rates, and we hold that they should recognise the trade union rates, and pay the men at the minimum rate that we recognise. We hold that in Government workshops no men should be employed in any department except they have been regularly introduced into the trade at which they are employed, and further that in all cases the regular rate of wages recognised by the various trade unions should be paid.

22,416. Of course there are certain privileges enjoyed by some of the men employed in Government yards, are there not?—I have not heard of them. There is a certain allowance made in case of sickness and accident.

22,417. Is there superannuation?—No, I do not think any of our members are under any superannuation schemes that they have.

22,418. What do you say next?—There is the question of Government contracts. There are several firms in the London district employed chiefly on Government work, and who do not pay the standard rate for pattern-makers. The chief offenders are Messrs. Penn, of Greenwich, who will only pay 37*s*. 6*d*. for pattern-makers, and not that when they can get cheaper men. They are at present engaged on H.M.S. "Sappho." Messrs. Humphrey and Tennant have done little else than Government work for years; the last vessels they have worked at or are working at are the "Blenheim," the "Empress of India," the "Vulcan," the "Medusa," and the "Medea." This firm pays their pattern-makers 36*s*. At Samuda's, where H.M.S. "Sappho" was built, they employ one pattern-maker and several joiners at 39*s*. Our rate is 2*l*. 0*s*. 6*d*. per week, and the above shops have been closed since 1879.

Mr. *Dale*—continued.

22,419. Have the shops been closed since 1879?—Yes.

22,420. Do you mean no work has been going on?—No, closed to our members—black shops. Messrs. Aveling and Porter, Rochester, portable and traction engineers, will only pay 32*s*. per week to pattern-makers, and employ joiners at pattern-making. This firm supplies the Royal Engineers with traction engines, many of which are to be seen in Chatham Dockyard. Our rate for this district is 38*s*. We wish to give publicity to the fact that the above firms do not pay the standard rate recognised by our trade and should be debarred from taking any Government work until they have raised their rate to the figure paid by other firms.

22,421. How do you connect your view with Government work?—We understand the Government is averse to allow any contracts being entered into by any firm not paying the Union or standard rate of wages.

22,422. How do you fix the Government with having said that they expected that rate of wages to be paid which some Union should prescribe?—The Government passed a resolution some time ago.

22,423. Do you mean the Union might the next day double the rate of wages?—No, but we understand these black shops should not in future do Government work. That is in terms of the resolution.

22,424. How do you describe the obligations of the Government, or that which is expected of the Government?—If it meant anything it meant that; at least so we thought.

22,425. You thought that they should do what?—That they should only deal with firms that paid the recognised trade union rate of wages.

22,426. But it would be difficult to define what, to the satisfaction of everybody concerned, was the recognised rate of union wages?—There is no difficulty about that.

22,427. Might not that justify a trade union in immediately advancing the recognised rate of wages?—No, I have no fear of that because there are a good many firms in London that do not do an ounce of Government work, and they must be considered in fixing the rate of wages as well as those that do Government work.

22,428. If these firms that you have mentioned were on commercial work they would still pay their pattern-makers the same?—Yes.

22,429. You merely connect the matter with Government work because you think that Government has entered into some kind of engagement or held out some expectations in the matter?—Yes, that is so. There is another small question that we consider something of a grievance, and that is the question of grinding

Mr. *Dale* – continued.

our tools. We feel rather strongly upon that point.

22,430. Do you think that the point does not lie in this that they should not pay any different rate of wages for Government work than the same firm would pay to the employed in commercial work ?—That is so.

22,431. But would that correspond with the sort of engagement that you think the Government had entered into that any firm to whom they gave a contract should pay the men engaged on Government work the same rate as the same firm would pay its men if they were engaged on commercial work ?—I should have thought not. All we ask is that those who undertake Government work should be bound to pay the standard wage of the district.

22,432. But of course if the firm pays its men who are engaged on Government work the same as it is paying men who are engaged on commercial work, the rate paid to the men engaged on commercial work is for the purpose of the firm, the standard rate ?—Yes, but that is not recognised by our trade.

22,433. I am not implying any opinion, I merely want to elicit your views clearly ?—Just so.

22,434. Then what in that case would be the standard rate, the highest rate that any firm paid in the district ?—No.

22,435. What ? — The minimum rate; the lowest rate that is recognised by the unions, and by the trade generally, certainly not the highest rate.

22,436. It would not be the lowest rate that was prevailing ?—Not the lowest rate that was prevailing, but the lowest rate that was recognised.

22,437. Then the whole validity of it depends upon recognition ?—Yes.

22,438. Of course the interest of the Union would be not to recognise a rate except it was a high one, and it would give its official stamp as it were to the rates that were high ?—To the rates that were reasonable ; that they considered reasonable at all events. Now there is the question of grinding tools. Many firms have a practice of summarily dismissing the men of our trade without giving them time to grind their tools. When a man starts upon a job he is supposed to come there with his tools already ground, and we have known cases in which men have been threatened with dismissal because they have started at new jobs without their tools being ready for work.

22,439. What notice is usual in the trade ?—A week's notice sometimes, and sometimes none at all ; but the employers when they want to dispense with their men can get over the week's notice by suspending them, and that is what we complain of. We complain that they very often suspend them for an indefinite period, and do not give the men any time to grind their tools.

22,440. Is it for any reason assigned that they suspend them ?—Yes, slackness of work

22,441. But in that case the man would be free to go and seek work elsewhere, would he not ?—

Mr. *Dale*—continued.

Yes, but it is the condition of his tools that I refer to. We say that a workman using edge-tools should have a couple of hours allowed him to grind those tools.

22,442. You say that because he has blunted his tools in his employer's service, he should have, you think, time to put them in order ?—Yes.

22,443. Would that merely mean that he should have, under all circumstances, at least that couple of hours' notice or an equivalent payment, or would you also mean that if he got his week's notice and continued in employment up to the end of the week he should have the two hours in addition ?—No ; all that he wants to know is that he is going to be done so that he may put his tools in proper order for the next job.

22,444. So that if he received a week's notice and worked it out he would have to grind his tools up in his own time ?—No, he would grind them up in his employer's time, there would be no question of that.

22,445. He does it in the shop ?—Yes.

22,445*a*. And with the appliances of the employer ?—Yes.

22,446. That is in fact rather the point. If a man was dismissed summarily without having time to grind his tools, how could he get his tools ground in that case ?—He could not get them ground at all for the simple reason that he has not got the appliances ; he would need a steam grindstone.

22,447. Is there any other point which you would like to mention ?—No, that is all.

Mr. *Trow.*

22,448. Is there any apprenticeship in your trade ?—Yes.

22,449. What is the length of the term ?—It varies. In some cases lads have to work till they are 21, irrespective of the time that they go to the trade. That is the rule on the north-east coast. In other cases they just serve five years, but in every case they serve an apprenticeship.

22,450. Your disputes generally arise between shipwrights and joiners and carpenters ?—Yes.

22,451. Not between the employers and yourselves ?—The disputes are with regard to the demarcation of work.

22,452. That is the principal portion of your disputes ?—Yes.

22,453. The fact is that each society seems to occupy rather a unique position in this, that each desires to make itself a close corporation, and say that there shall be no infringement on either of the other's ground ?—Yes, that is so.

22,454. You said you had a dispute at Belfast with another association, what was that ?—That was the Amalgamated Society of Engineers.

22,455. And on what ground did they supply the men in your places in the dispute that you have spoken of ?—It was alleged that we had passed a resolution saying that we would not resume work till the men who had belonged to the Amalgamated Society of Engineers, and who had not come out on strike, had been paid off.

Mr. *Trow*—continued.

22,456. With what district did you compare the wages? You said 37*s.* and 35*s.* Where was the 37*s.* paid?—It is 37*s.* at Liverpool, and on the Tyne and the Wear; in fact it is 37*s.* 6*d.* on the Wear. At Glasgow the average is about 37*s.*, but we have not a minimum rate there, it is 37*s.* on the Clyde generally too.

22,457. Is not the difference in the wage paid owing to the difference in the position of the men in the various districts? Is it not considered that what would be a fair rate on the Tyne would not be a fair rate at Belfast, and that what would be a fair rate at Belfast would not be a fair rate on the Tyne?—We do not see that at all; a man is entitled to as much in Belfast as he would get over at Barrow.

22,458. Even if the purchasing power of his money was more in Belfast than in Barrow?—We do not consider that the employer should get all the advantage of the difference in the purchasing power of the money.

Mr. *Dale.*

22,459. But does your Society not recognise that district rates differ from each other?—Yes.

Mr. *Trow.*

22,460. Why do you recognise them?—Because we cannot do anything else; there are some rates that they recognise that are lower than others, because our Union is not strong enough to enforce the higher rates in those districts.

22,461. With regard to Government contracts I think you are under a misapprehension. It is not trades union rates, but the rates in the district in which the firm is situated, that they pay?—Yes, that is so.

22,462. Is not that done?—No, not at those places that I have mentioned.

22,463. Do not they pay the rate of the district?—No.

Mr. *Dale.*

22,464. Do not they to some extent create the district?—No, we do not see that; there are a good many more shops in London than Maudsley's, Samuda's, and Penn's.

22,465. They are all large firms?—Yes, they are all large firms, and they all pay less than the rate that is recognised by the trade.

Mr. *Trow.*

22,466. Then the law is that they shall pay the recognised rate, whether it is high or low?—But they do not do it.

22,467. Have you complained?—No, we have not done so yet.

22,468. Do you complain about the lack of inspection; do you think that there are more inspectors required?—Yes, and our members are of that opinion.

22,469. Would you have inspectors on the same lines and passing the same examination as at present, or would you have men from the ranks of the workmen?—We would prefer men from the ranks of the workmen, who really

Mr. *Trow*—continued.

know the conditions under which the workmen work.

22,470. Sub-inspectors?—Yes.

22,471. Are you in favour of arbitration for the settlement of disputes?—Yes.

22,472. Constituted on the same lines as stated here this morning?—I rather favour the system of arbitration provided for in the rules of the National Federation, where each party to a dispute appoints two arbitrators, and the arbitrators then appoint an umpire, whose decision, of course, is final.

22,473. And you think that would be the best means of avoiding any disputes in the future?—Yes.

22,474. Of course I am referring to disputes between trades, and not to disputes between employers and workmen?—No, between trades; not between workmen and their employers. I am not prepared to offer an opinion as to arbitration upon wages disputes.

22,475. You are in favour of it, are you?—I am not prepared to offer an opinion about it.

Mr. *Hewlett.*

22,476. You spoke of the want of sanitary arrangements in some of the yards, I think, did you not?—Yes.

22,477. Are you conversant with the Workshops and Factories Act?—Not specially so.

22,478. Are you aware that in that Act the Secretary of State has power to appoint as many inspectors as he likes to allot for that duty?—Yes, I know that.

22,479. Are you also aware that the powers given to inspectors are large under that Act?—I was not aware of it, but I think it is quite possible.

22,480. The Act will speak for itself, and if you have not looked at it, I would advise you to do so. Do you know that the inspectors have powers to make inspection as to sanitary arrangements in those yards?—Yes, but they do not do it.

22,481. I will come to that presently. You know that they have the power, at any rate?—I assume they have the power to do that, as well as to look into the general conditions of the shops.

22,482. Do you know that any infraction of the Act can be visited by a fine?—Yes, I know that.

22,483. Have you ever, or have the persons aggrieved, ever complained to the inspector or to the Secretary of State that the Act is not carried out?—I am not aware of that; I do not know whether they have or not.

22,484. Do you think that an Act of that sort having been passed, persons for whose advantage it is passed have done their duty unless they do call attention to infractions of it?—The fact is that a good many of these men that are employed at the places where these grievances exist, are only there for a very short time—two or three weeks—and then they are paid away.

Mr. *Dale.*

22,485. Do you mean employed as pattern-makers?—Yes.

Mr. *Hewlett.*

22,486. Do you ever take any steps on their behalf in this respect; do you make it a source of complaint, and do you ever take any steps to do away with the cause of complaint?—We have not done so yet.

Mr. *Dale.*

22,487. Would not it be better instead of asking for legislation to avail yourselves of that legislation which exists?—There is a good deal of apathy existing in our Society and in others about those matters.

Sir *E. Harland.*

22,488. Do you work or did you work at pattern-making yourself?—Yes, I did.

22,489. Then you, of course, know the nature of the work exactly; can you tell me what material difference there is between a joiner and a pattern-maker?—A pattern-maker makes a pattern for the purpose of moulding a casting in iron or steel or brass. A joiner, on the other hand, produces the finished article.

22,490. Do you and the joiners use precisely the same tools?—Not precisely the same; they differ in a good many cases. We have not the same assortment of planes, but we have a better assortment of cutting-tools and chisels.

22,491. If the tools of the one were supplied to the other, that man would make a very fair hand with the other man's tools, would he not?—Generally speaking.

22,492. You work in the same material?—Yes.

22,493. Generally it is the very best and softest pine that can be got?—Yes; yellow pine.

22,494. And you work generally in the lightest and most comfortable shop in the place?—Not in every case.

22,495. As to the difference between your knowledge which you employ in turning this same kind of wood into a pattern in the way you have described, and the knowledge of the joiner, do you derive that knowledge from any other source than, practically speaking, the moulder?—Yes; the moulder has nothing to do with the construction of a pattern.

22,496. Do you then mean to say that you, as a pattern-maker, have never known that when you have sent up a pattern to a moulder the moulder has said that it would not work?—I have never known such a case happen.

22,497. Have you ever had patterns to make in which you did not know how to proceed without first consulting the foreman moulder, or a moulder, as to how he thought he would be able to handle the pattern in the sand?—In intricate jobs I have known that done.

22,498. So that really for the complicated and intricate jobs you are beholden to the moulder?—No; it is simply because of the different ways

Sir *E. Harland*—continued.

that foremen moulders have of moulding different patterns.

22,499. But the object of your pattern is to enable the moulder to use that pattern for his work?—Yes.

22,500. Therefore, you in your business have really to arrange the construction of the pattern to suit the business of the moulder?—Yes.

22,501. And that knowledge which you have then derived from the moulder constitutes the difference between what is called a pattern-maker and what is called a joiner?—Oh no, I cannot agree to that.

22,502. Would it be easier to turn a pattern-maker into a joiner or a joiner into a pattern-maker?—I think it would be easier to turn the pattern-maker into a joiner.

22,503. You at any rate recognise that it is frequently the case that a pattern-maker has to consult with the moulder?—Not frequently the case. It is only done, so far as my experience goes, when the foreman moulder has not been very long in the place and he may have some different method of moulding some particular pattern from what is usually the case.

22,504. Would you recognise that in some of the patterns for heavy marine castings, the so-called patterns are practically speaking little more than skeletons of yellow pine work?—Yes, I know that.

22,505. You admit that?—Yes.

22,506. So that if a joiner were directed how to set about making that skeleton mould he would very readily be able to make it as well as a pattern-maker?—No; some of the skeleton moulds are the most intricate jobs that we have to deal with, and the joiner could not do them by himself.

22,507. I quite recognise that; but of the trades which seek to classify each other so distinctly as your evidence would seem to seek to classify yours, can you conceive two trades less unlike a pattern-maker and a joiner?—No, I cannot.

22,508. Now, with reference to Government inspection, you complained about some places where ships were repaired; was it only some docks?—Yes.

22,509. Where patterns had to be made in connexion with a vessel that was in the graving dock for repairs?—Yes.

22,510. Are you referring to the insanitary condition of places where the privies were in a filthy state?—Yes.

22,511. Were those privies attached to the dock?—Yes.

22,512. Are you aware that most of those docks are public docks, that is to say, they are docks owned by the Harbour Commissioners, or at any rate where the passer-by has free access to these privies?—Those are not the docks I refer to; they are private concerns altogether that I refer to.

22,513. Do the seamen in the ships consider that they have an equal right to go to these privies?—Yes; apparently.

Sir *E. Harland*—continued.

22,514. Now, under those circumstances, how do you conceive the possibility of the Government inspector inspecting such places unless he is to stand there and watch each man in, with a broom in his hand. How can he possibly keep all those fellows within reasonable bounds of cleanliness?—He has simply to go and see that the places are flushed out.

22,515. And what would happen between the occasions on which he did that?—We cannot have a man always there; of course it would be impossible.

22,516. Is not that complaint beyond any possibility of being rectified in view of the class of men who have the run of these privies?—I do not think so.

22,517. That is a matter of opinion. Now do you make complaint about any specific shops that you can mention?—No. We have not so much to complain of with regard to the sanitary conveniences of the *bonâ fide* engineering shops.

22,518. But you complain about bad ventilation?—Yes.

22,519. Have not most pattern-shops windows or something of the sort which can be opened or closed at the convenience of the men?—Some of them have, some are very good and some of them are very bad. We complain that the very bad ones equally with the very good ones are never inspected by Government factory inspectors.

22,520. But do you think it would be advisable to take Government inspectors off the inspection of factories where the workmen are massed together 20 to 1 in the sort of places that the pattern-workers work in to inspect such matters as those? Would it be wise to draw them off to examine your sanitary conditions when it is a matter of the opening or closing of a window perhaps, or something of that kind, or do you think he should listen to your complaints about whitewashing?—I would not draw him off; I would appoint sufficient inspectors to cover all the various factories.

22,521. Now with regard to ventilation, do you think there is any employer so unwise to his own interest as to insist upon the men working in a shop that was so hot in summer and so cold in winter that they could not do their work?—Yes, I have had personal experience of them.

22,522. Then with regard to whitewashing, do you suppose there would be any advantages in the whitewashing of the shops?—Yes.

22,523. From a sanitary point of view?—Yes.

22,524. What becomes of the foundries?—You could hardly do it there.

22,525. Did you ever hear a blacksmith or a foundry man complain of the want of it?—The foundries and blacksmiths' shops are both very much larger and loftier in every case than a pattern-makers' shop.

22,526. Then you have not seen all the pattern-shops. You complained about your men, or that some of the men did the work of your Association, but who were not members of it. Was it in the south of Wales that you complained about masters taking the men at a much less rate of wages than they ought, or was it in a part of England?—That was in Scotland—Motherwell, Coatbridge, Wishaw, and so on.

22,527. Before an employer or capitalist seeks to start a manufactory anywhere do you conceive it possible that one of the earliest things he examines into is the general rate of wages for labour in the district?—Yes, I think it is quite probable.

22,528. Take the case of a manufacturer at Motherwell who expects or hopes to sell his goods in London, how is he to be able to compete with the manufacturer in Birmingham in selling his goods in London, unless something is to his advantage which will compensate him for the difference in the rate of carriage from Motherwell to London, as compared with the carriage from Birmingham to London, for I presume that you will recognise that Motherwell is not a place of consumption?—No, it is not.

22,529. How would you enable a manufacturer starting in Motherwell to compete with Birmingham firms in delivering at London?—I do not think there are any employers in the engineering trade in Motherwell competing with Birmingham for a market in London; it is mostly colliery work, repair work, and agricultural work there.

22,530. Then supposing that a man were starting in Motherwell as you have mentioned to produce something to be sold in London, which up to the present Birmingham has supplied, would you state at once that Motherwell must have no advantage over Birmingham in the rate of wages?—I would say that that employer was the best judge of his own affairs, and that he should take all these things into consideration, including the wages question, before he started his concern in Motherwell.

22,531. But what would the inhabitants of Motherwell say to that, would they be satisfied with your answer, which would mean that the neighbourhood of Motherwell should have nothing but ploughed fields?—I do not think the employers consider the inhabitants of Motherwell.

22,532. But what would the inhabitants of Motherwell say to your plan?—I do not know.

22,533. Would they be satisfied by your telling them that it is no use your looking out for any new industry to be started there because the people there would all be bound by the trade unions to receive the same pay so that they could not compete with Birmingham manufacturers in the same trade?—But we do not ask that the employer of Motherwell shall pay the same rate as is paid in Birmingham or in London.

22,534. Why do not you ask it to be so?—We do not ask it because we are not in a position to ask it.

22,535. But if you were in a position to ask it would you do so?—Most certainly.

22,536. Would you then shut up Motherwell from ever having a new industry introduced

Sir *E. Harland*—continued.

into the district?—That would not be the result.

22,537. Then how is the manufacturer or the proposed manufacturer to start there with a chance of paying his wages at the end of the week upon your plan?—That is his look-out.

22,538. But still what would you do if you were a manufacturer?—I am not prepared to say what I might do, because it is a supposition that is very far away.

22,539. Why very far?—Because there is not the slightest fear of my ever becoming a manufacturer.

22,540. Then how do you account for the fact that nineteen-twentieths of the manufacturers have worked at the bench like yourself?—But they must have had some capital as well as knowledge of the bench.

22,541. Are you quite sure of that?—We assume that it is so in the majority of cases.

22,542. But are you right?—I give it as a matter of opinion.

22,543. Would you be astonished to find that that is not the rule by any means?—I would be rather astonished.

22,544. Would you be astonished to hear that a man may get capital from the capitalists, and after starting become a successful manufacturer?—I have heard of them.

22,545. Plenty of them?—No, not many.

22,546. Then you do not think that the better half of the manufacturers started in that way?—I should think that is hardly within the bounds of probability.

22,547. Then I must ask you to read Mr. Smiles' books on "Self-Help"?—I have read them.

22,548. Does your department do anything in piece-work?—Not generally. There is only one place I know of where piece-work is worked in our trade.

22,549. What part of the country is that?—At Tangye's, at Birmingham.

22,550. That would be where there is a repetition of a great many similar patterns?—Yes.

22,551. In other words the patterns get worn out by uninterrupted use?—Yes.

22,552. Then with reference to this character note. You recommend that there should be a discharge note given say by the employer to him, and that he should present that note so given to him to the employer at the place where he has sought new work, so that that employer would see his character by the note?—Yes.

22,553. But supposing that A handed it over to B, and that he passes himself off as A, do you think that would be a desirable thing?—No, I do not think it would be a desirable thing.

22,554. Do you think it is likely to happen?—I do not.

22,555. Do you see any unfairness in the true character of the workman being given by his employer to anyone who asks about him for the purpose of getting a reference?—No, not so long as he confines his inquiries to the man's moral character or his ability.

Sir *E. Harland*—continued.

22,556. But what has moral character to do with his ability as a pattern-maker?—Nothing at all.

22,557. Then why pass the moral character of the man, which would not indicate in the slightest degree to the new employer what are his capabilities?—We hold that it is quite unnecessary.

22,558. The moral character?—Yes, the whole thing.

22,559-60. Then if it is quite unnecessary why do you want it done?

Mr. *Dale.*

He is not unwilling that that should be the subject of a certificate if it is desired.

The Witness.

That is so.

Sir *E. Harland.*

22,561. What can he want to know?—Nothing. He would soon find out his moral character.

22,562. You recommend that he should have a discharge given him setting forth his moral character but not his capability to do work?—That is in preference to the present system of a character note.

Mr. *Dale.*

22,563. What the witness said was this, "We "do not in the least object to employers inves- "tigating the moral character and the ability of "workmen, although we hold it to be unneces- "sary."

Sir *E. Harland.*

22,564. But what employer is going to inquire into the man's moral character? The employer wants to know whether he is a good workman or not?—Yes, that is so.

22,565. Then what is the use of passing on his moral character on the docket?—Because they profess to inquire into the man's moral character.

22,566. I never heard of such a case?—I do not mean moral in the ordinary acceptance of the term. I mean by "moral" whether he is a good time-keeper, and steady, and reliable.

22,567. Then the two words you really wish to convey are, "steady," and "sober"?—Yes.

22,568. And the question is not, "is he a good workman"?—Yes, we do not object to an employer asking if the man is a good workman.

22,569. Do not you think it should be nothing else than a statement as to whether he is a good or a bad workman?—Yes.

22,570–1. That is because if you give the same character to the bad workman as you give to the good one it is an injustice to the good workman?

Mr. *Dale.*

The witness is of opinion that character-notes are not necessary at all.

The Witness.

That is so.

Mr. *Dale*—continued.

22,572. You say there is no objection to character-notes if they are confined to the question of sobriety and steadiness and so on?—That is what I mean.

Mr. *Trow.*

22,573. I understood that you only objected to the statement of the payment the men had received and not to the character-note?—Yes, I object to the wages being stated, and the reason for his leaving his last employment unless that reason is slackness of work.

Sir *E. Harland.*

22,574. What objection would there be to there being stated on the note the wages that he had been receiving?—Because it is used as a lever to keep his wages down wherever else he goes.

22,575. But is not it fairer to the next employer that he should pay him the same wage as he had received from his former master?—No, I do not think so.

22,576. Then is your object that each time the man shifts his shop he shall raise his wages?—No, but each time a man shifts his shop he shall get the rate which we recommend as being the minimum rate, wherever he starts.

22,577. But where there is an association the employer knows as well as you do what your rates are, and what is your minimum rate?—Yes, but he tries to break them.

22,578. But marking the wages on the note surely would not compel the workman to work at them if he did not like, he is a free agent?—Yes, as far as his necessities allow.

22,579. Do you want the men to be free agents?—Yes.

22,580. You prefer them to do as they like?—No.

22,581. How can he be free unless he does what he likes?—He can do what he likes within limits.

22,582. Do you wish him to sell his labour at his own price?—No.

22,583. Do you wish him to have a say in that matter?—Yes.

22,584. Then why should not he have a say in everything in life?—There is a limitation in everything, and especially as to the question of his employment.

22,585. But surely his time and strength are his own, he is not indebted to you for it?—No.

22,586. Then why should not he sell that just where he likes and as he likes?—Because that would be doing a great injustice to his fellow man if he did as he likes.

22,587. Supposing then that you had some strike on, supposing your Association by vote determine that you will strike, is not it hard on those who do not wish to strike that they should have to turn out?—If the strike is for the general welfare of this man, then it is right that he should come out.

22,588. But is not that a matter of opinion?—No, I cannot see it.

22,589. Have you never made a mistake in striking?—Yes.

Sir *E. Harland*—continued.

22,590. Then in that case you were wrong, and the man who did not want to strike was right?—Yes; but we take good care before we do it, that our members have a full opportunity of expressing themselves with regard to that subject.

22,591. Still the fact is that individual independence is destroyed by it surely?—No; the individual has an opportunity of expressing himself before ever the strike takes place.

22,592. But not of working as he likes?—He has to go with the majority.

22,593. You have referred to Government dockyards?—Yes.

22,594. You say that they were not fair, I think, in the matter of the gradation of wages?—Yes.

22,595. Their mode of dealing with the classification of wages practically means, that they seek to pay the men whom they believe to be the best men the best wages, and to pay the men whom they know to have been there the longest time?—No, that is not the system.

22,596. But I thought you explained it to be that there were three or four grades?—Yes.

22,597. And that no man gets a rise anywhere else in one grade till someone above him dies or leaves, and then he gets into the higher grade?—He may get in, or they may fill his place from outside.

22,598. But I understand you to say that the outsiders generally have to start at the bottom?—I did not say that.

22,599. But they do generally start at the bottom?—I could not say for that.

22,600. Then the classification means at any rate, that the Government seeks to recognise the superior class of workmen in the one case by giving them a higher class of wages?—We do not think that.

22,601. But will you concede that they ought?—I do not know what they think, I am sure.

22,602. But is that the usual reason for paying one man more than another?—Yes.

22,603. The reason is, that the employer considers that one man is worth more than another, is not that so?—Yes, it is.

Mr. *Dale.*

22,604. I suppose this artificial system prevailing in the dockyards, does not find any similar recognition in a private yard?—No; not so far as we know.

Sir *E. Harland.*

22,605. A few years ago, were not there a great many works which had varying rates of wages without reference to your standard?—They have them yet, but there is a certain minimum recognised below which no man works.

22,606. Yes; but does not your minimum look as if it were what is called a maximum?—No.

22,607. Do you find any one paid more than your minimum?—Yes; we have men in London working at the bench for 2*l.* 10*s.* a week, and our minimum is 2*l.* 0*s.* 6*d.* On the Tyne the

Sir *E. Harland*—continued.

minimum is 37*s.* a week, but we have men working up to as much as 2*l.* 2*s.*

22,608. Now with reference to London men, you said it was the desire of the Government that those in the employ of the dockyards should be paid the full rate. I think you said the union or district rate?—The district; it does not matter which it is.

22,609. Do you suppose that the Government expressed any opinion upon that, beyond the result of the pressure brought to bear upon it from outside?—I cannot say that.

22,610. With reference to Maudsley's and Penn's, and two or three other large firms in London, I think you described that the rate of wages was 2*l.* 0*s.* 6*d.*?—Yes.

22,611. And you said that in Manchester it was 38*s.*?—Yes.

22,612. And it probably gets less as you go north?—Yes.

22,613. For what reason do you consider in fairness to Messrs. Maudsley's and Penn's, that they should pay 2*l.* 0*s.* 6*d.* as against Manchester 38*s.*?—Because other firms in London are paying 2*l.* 0*s.* 6*d.*

22,614. I think you gave as a reason that they have Government work?—Yes; that is the reason we object.

Mr. *Dale.*

22,615. No, not because it is Government work. The witness said that those firms which he enumerated paid a lower rate than other competing firms in the London district, and that they paid those rates, whether they were working on Government work or commercial work?—Yes.

22,616. You alluded to Government work, because you thought their continuing to do so was inconsistent with some kind of pledge that Government had given, in regard to securing what you call trades union recognised rates?—Yes.

22,617. That is for Government work even when done by a contractor?—That is so.

Sir *E. Harland.*

22,618. I will not undertake to alter what you have obtained from the witness, but with reference to that point still, are you aware that Government work comes by fits and starts?—Yes; on the whole it does.

22,619. Then between those fits and starts of being busy, what have Penn's and Maudsley's to do in their works?—Compete in the general market.

22,620. Then how do you expect them to compete in the general market in shipbuilding and engineering; how can you expect that the other London engineers can compete with the Tyne or the Clyde, or other outside ports in the open market, when they are compelled by your Union to pay 2*l.* 0*s.* 6*d.* for what Manchester and other districts would be paying 38*s.*, or 35*s.*, or 36*s.*, as is the case in Belfast?—It is 35*s.* in Belfast now; we tried to get 36*s.*

Sir *E. Harland*—continued.

22,621. Do you think that is fair to Penn's and Maudsley's; how can they possibly go into the open market to fill up the gap between one Government contract and another, if they are saddled with these excessive rates of wages beyond the other ports in the Kingdom?—The best answer to that is to say, that other competing firms in London are able to hold their own, and pay the rate that we recognise.

22,622. I should not like to assume that they are not holding their own, but, as an indication of that, can you quote amongst the firms which build steamers on the Thames anyone turning out steamers to the extent to which they are turned out on the Tyne or Clyde?—They are not doing so because the Thames is not such a shipbuilding river as the Tyne is.

22,623. What is the difference between the Thames and Tyne?—There is the facility with which material can be transported to the Tyne.

22,624. Then if that be the case, is not it extremely unfair to the Thames engineers and shipbuilders that they should have to pay not a less wage to level them up to the Tyne and Clyde, but actually have to pay a higher rate of wages than either of these other places, when they have all the materials to bring to the Thames such as coal and iron, which the other parties have at their front door as it were?—The Thames will never be a shipbuilding river.

22,625. Why not? Cannot we trace it to the excessive rate of wages for one thing?—No, I do not think so.

22,626. Do you think the wages help to bring that about?—I do not think they have anything to do with it compared with the importance of the cost and transit of material.

22,627. But if you were a builder and you were paying your wages on Saturday night would not your figure for wages lead you as a builder to conclude that it was not so much the carriage of material as the extra rate of wages over that of other places that was important?—No; and the difference is not so considerable because, as I have said, on the Tyne the minimum is 37*s.* and our average is considerably more. Our members will be getting about 39*s.* I daresay on the average, and perhaps at exceptional periods they will get more.

22,628. How much do the joiners get?—36*s.* I think—35*s.* and 36*s.*

22,629. That is a kindred and almost identical branch of the trade—is that so?—I do not acknowledge that.

22,630. Then you refer to the grinding of your tools. Now really how much grinding is there of your tools? Is not it more a sharpening on the oil-stone than on the grindstone. Do you mean by grinding sharpening?—I mean putting them on the grindstone and grinding them down.

22,631. Do you mean grinding and sharpening?—We do not take them to the grindstone if we only want them sharpened on the oil-stone because we could do that anywhere.

Sir *E. Harland*—continued.

22,632. Is there anything worth mentioning about grinding them?—Yes.

22,633. Supposing a man had started in a new shop, having left the previous one, without time to what you call grind his tools, is there any employer who would find fault with that man for going straight to the grindstone and grinding the tool wanted on account of the particular job that he was just set on to?—No, not one particular tool.

22,634. And is it likely that he would want all his tools ground to start on the particular job?—If a man wanted to grind a set of planing irons when he first started the probability is that he would hear about it.

22,635. Would his explanation not suffice that he had not been allowed to do it where he left?—No, I never knew an employer to accept such an explanation as that, or his foreman at least.

22,636. Does not it rather look as if you would be wanting your razors ground next?—No, we do not use razors in working at patterns.

22,637. You have said that lads are recognised as journeymen when they are 21?—Yes.

22,638. Does your Association take in and recognise as a properly qualified and trained journeyman one who perhaps only entered at the age of 18 or 19?—We have no case of anyone who entered on their pattern making at 18 or 19, and were out of time at 21.

Sir *E. Harland*—continued.

22,639. I think you mentioned three years as the term of apprenticeship?—Five years is the least.

22,640. I think you replied to the Chairman that you were not particular as to when they joined and that at 21 you recognised them as journeymen?—No.

22,641. Then they must serve five years?—Five years at the trade.

Mr. *Dale.*

22,642. You acted practically as chairman of that conciliation committee at Newcastle which adjusted the dispute which arose on Mr. Burt's award, did you not?—Yes.

22,643. Did your experience in connexion with that lead you to the conclusion that conciliatory action of that sort might be with advantage resorted to from time to time?—Only in cases of emergency. I do not think a permanent board of the kind would be advantageous or practicable; but this was a special emergency which called forth this special conciliation board, and as it was constituted I believe it was admirably adapted for settling the dispute.

The witness withdrew.

Adjourned to Tuesday, June 14th, 1892, at 11 o'clock.

THIRTY-EIGHTH DAY.

Commission Room, Westminster Hall, Tuesday, 14th June 1892.

PRESENT:

HIS GRACE THE DUKE OF DEVONSHIRE.

MR. DAVID DALE (CHAIRMAN).

Mr. GERALD BALFOUR, M.P.
Mr. T. BURT, M.P.
Mr. A. HEWLETT.
Mr. E. TROW.

Mr. TOM MANN, Mr. J. C. BOLTON, M.P. (Group B.), Mr. J. MAWDSLEY, and Mr. M. AUSTIN (Group C.), also attended.

Mr. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

Mr. JOHN WHITTAKER called and examined.

Mr. *Dale.*

22,644. You have come here as one of the representatives of the Amalgamated Society of Engineers?—Yes.

22,645. You are the resident official of that Society at Manchester?—Yes.

22,646. Giving your whole time to the affairs of the Society?—Yes.

22,647. Can you kindly tell us when this Society was established?—In 1851.

22,648. About how many members has it?—On the 1st of May we had 72,006 members, distributed as follows: In England and Wales we have 369 branches and 57,912 members, or rather over 80 per cent. of the whole of the members; in Scotland we have 51 branches and 6,461 members, or rather under 9 per cent.; in Ireland 15 branches with 2,388 members, or 3·3 per cent. In the colonies, that is, taking such places as Malta and India, Australia, New Zealand, Queensland, Tasmania, and all those places which I call the colonies, there are 38 branches and 3,052 members, or 4·2 per cent. of the whole. In America, we have 40 branches and 2,148 members, and in France one branch.

22,649. By America, do you mean the United States, or do you mean Canada?—The United States and Canada. In France we have one branch with 19 members, and in Spain we have one branch with 26. That makes 515 branches, with a total membership of 72,006.

22,650. Are the members in France and Spain, French and Spanish members?—They are chiefly Englishmen who have gone over with English machinery to the factories, and have taken foremen's positions, and have then become residents. In the first instance, they have generally gone over to work the machinery.

22,651. Are foreigners eligible for membership?—Yes, we have foreigners in the Society.

Mr. *Dale*—continued.

We do not debar them from joining. A foreigner can join just as well as an Englishman or a Scotchman.

22,652. As a matter of fact, have you many who are not of English nationality or of English-speaking nationalities?—We have latterly. I might say, that we have more than we had a few years ago. To my own knowledge there are several Swiss who have joined the Society, who have been brought over on special work. I cannot say what the percentage is, but there is nothing to prevent them joining so long as they fulfil the conditions according to our rules.

22,653. Members in the colonies and in America may be, and probably are, permanent residents there?—In America, yes.

22,654. They are not merely English members who have gone over to erect machinery and are going to come back, they are probably permanent residents?—What I referred to was in France mostly. In Australia, of course, a good many of them have emigrated.

22,655. Whilst your designation "engineers" indicates, generally, the nature of the occupation followed by your members, would you just tell us a little more explicitly what craftsmen would be eligible for membership?—The second clause in our first rule says that "the Society shall "consist of members belonging to the following "trades or branches: smiths, fitters, turners, pat-"tern-makers, millwrights, planers, borers, slot-"ters, mechanical draughtsmen, brass-finishers, "copper-smiths employed in the engineering "trades; machine-joiners employed in the con-"struction of cotton, silk, flax, woollen, or other "machinery; and ship'-smiths." Those are the different branches of the engineering trade in which the people engaged are eligible to become members. (*Rules handed in.*)

Mr. *Dale*—continued.

22,656. You have just put in what appears to be a report specially prepared by the Amalgamated Society of Engineers for the Royal Commission on Labour?—Yes. (*See Appendix* 47.)

22,657. I have not, nor have my colleagues, had an opportunity of seeing this, nor in fact have we known of its existence until this moment?—Shall I read the introductory portion?

22,658. It would be more convenient if you would read the whole of the report, and we will treat it as evidence by you?—"The Local "Executive Council of the Amalgamated Society "of Engineers, being desirous of rendering "every assistance to the Labour Commission "appointed by the Government, have scheduled "their members, through their respective Dis- "trict Committees, to state some of the grie- "vances under which they are working, and the "Council decided to request answers to the "questions of the evils of overtime, evils of "piece-work, also average rate of wages earned "per week, number of hours worked, and the "average weekly rent paid, and also the sani- "tary arrangements of workshops or factories. "125 districts, representing 55,281 members, "have responded and sent answers to the "questions.

"The evils of overtime, the amount worked, "and the result of its abolition, may be sum- "marised as follows:—

"In 124 districts, representing 54,509 mem- "bers, overtime is considered an evil, and "detrimental to workmen generally, and mem- "bers wish for its abolition as far as practicable, "and all agree when it is systematically worked "it deteriorates both physically and mentally "the workman, brings on premature decay, the "result being he is a burden either upon his "benefit society or the poor rates.

"59 districts, representing 8,745 mem- "bers or 15·8 per cent., work little or no "overtime.

"Systematic overtime is worked in 61 dis- "tricts, representing 39,630 members or 71·7 "per cent.; and in 33 of these districts, repre- "senting 28,542 members, the amount worked "is 18·7 per cent., and which, if abolished, "would be the means of finding employment "for at least 4,000 more men.

"Overtime is restricted in 5 districts, re- "presenting 6,906 members or 12·5 per cent., "to 18 hours per month.

"One district, Swindon, representing 772 "members or 1·3 per cent., do not consider over- "time an evil or detrimental to the district, as "they do not work it systematically.

"The whole of the other districts consider if "overtime is abolished it would tend physically, "intellectually, and socially to elevate the work- "man; it would find employment for a large "number of men who are less fortunate, and of "a necessity walking the streets, and thereby "bring about a more equal distribution of those "benefits which arise from good trade.

"The questions relating to piece-work may "be summarised as follows:—

Mr. *Dale*—continued.

"In 49 districts, representing 12,527 members "or 22·6 per. cent., piece-work is not worked.

"In 76 districts, representing 42,754 mem- "bers or 77·4 per cent., piece-work is worked "more or less by our members; and the average "number of members working piece-work is "7,147 or 12·9 per cent.

"The unanimous opinion of 123 of the dis- "tricts, representing 52,651 members or 95·2 per "cent., is that piece-work is an evil, and leads "to scamping of work, the concealing of defects "in partly finished work, the exacting of the "largest amount of work from the workman for "the smallest possible wage, and is the cause of "ill-feeling between workmen; and if abolished "the result would be higher class work, better "wages, and more constant employment for the "worker.

"Swindon, representing 772 members or 1·3 "per cent., the majority of whom work piece- "work, do not consider it an evil, or that it "leads to scamping of work, and they are of "opinion that if abolished it would be detri- "mental to the interest of the Society.

"Oldham, representing 1,858 members or 3·3 "per cent., while not agreeing that it leads to "scamping of work, are of opinion the working "of piece-work is detrimental to the workman; "but are afraid if abolished in Oldham the "work done in that district would revert to "other districts where piece-work is the "practice.

"The average rate of wages paid to our "members in the various districts is 33*s.* 4*d* "per week; but if 9·5 per cent. (the average "of members out of work and on benefit during "the last 15 years) is deducted, together with "time lost when shops are closed for holidays, "the average earnings of our members is 29*s.* 2*d.* "per week. This does not include piece-work "or task-work.

"In 100 districts, representing 34,025 mem- "bers or 61·5 per cent., the number of hours "constituting a week's work is 54.

"In 25 districts, representing 21,256 members "or 38·4 per cent., the number of hours con- "stituting a week's work is 53."

I might say that that has increased now to about 60.

"The average rent per week paid by 55,281 "members is 5*s.* 9¼*d.*

"The returns of the average rate of wages, "rent paid, and hours worked by non-society "men is very incomplete, and as there is no "number of men given, it is impossible to give "a correct average; but from the returns given, "the average rate of wages may be taken as "2*s.* per week less than that paid to our mem- "bers, while the hours worked and rent paid "are practically the same.

"The sanitary conditions of the workshops "and factories may be summarised as follows:—

"50 districts, representing 8,951 members "or 16·2 per cent., consider the sanitary arrange- "ments fairly good; but in 75 districts, repre- "senting 46,330 or 83·8 per cent., the sanitary "arrangements are bad, and there is great need

Mr. *Dale*—continued.

" of rigid inspection, notably in the following " districts:—

" Birmingham, where closets, in many in- " stances, are simply rails to sit upon, seldom " washed out, and are without light and venti- " lation. Urinals without stench traps, and ' very little water running through them except " when it rains.

" Blackburn says sickness, and even death, " is caused through the insanitary condition of " some of the workshops.

" Halifax complain that closets are in a " disgusting state.

" Leeds while agreeing some of the shops are " fairly good, say several of the shops are very " bad.

" Loughborough consider the inspector's visit " a mere farce, and should be made more fre- " quent, and without the knowledge previously " being given to the firm.

" Middlesborough say very few closets in " district; open pits, with baulks of timber to " sit upon.

" Oldham consider the arrangements are " horrid in some of the shops.

" Preston say the workshops are disgraceful.

" Sheffield complain of closets being a mere " rail, accommodating six to 12 men, without " any partition whatever, which does not admit " of common decency.

" Dundee consider mills and factories are de- " fective, and should be rigidly inspected. In " some foundries a clerk is appointed to see that " no workman has longer than 10 minutes " during the day in the closet, and if exceeding " is fined.

" Glasgow complains the arrangements are very bad, not in keeping with common decency, " and in many shops and shipyards the closets " are generally in exposed places, and are " dirty and foul; and in some shops six or " seven minutes only are allowed each man per " day in the closet, and should he not have been " there for months, if he went more than once " a day he would lose half an hour each time.

" Motherwell say the sanitary arrangements " in most of the works are disgraceful.

" Belfast considers the watercloset accommo- " dation in the majority of cases entirely insuffi- " cient, and so constructed that privacy is im- " possible; and in some factories, where males " and females are employed, there is no separate " watercloset.

" Lavatories are unknown in all the districts, " but it is the unanimous opinion of the districts " that they should be provided."

22,659. Am I right in supposing that the information given in the report you have just read is confined to the United Kingdom?—Yes.

22,660. The information about hours and wages, and so on, represents the facts bearing upon your members in the United Kingdom?—Yes, England, Scotland, and Ireland. Of course, there is no need to go anywhere else.

22,661. In this interesting report no allusion whatever is made to that with which we are chiefly concerned, namely, the relations between employers and your members. I see that you are prepared to speak of certain strikes which have occurred at various places in Lancashire and Yorkshire during the last three or four years. Presently we will ask you to give such evidence as you desire upon that subject, but before doing that in detail can you give us any general statement in regard to the relations of your Society to the employers? Do your rules, for instance, to begin with, make any provision for avoiding strikes or for referring any question to arbitration, or have you offered to do so?—No, we have no rule which distinctly states that such should be done, but we have all the necessary machinery through the constitution of the Society, that is by district committees and joint committees, and so forth, which if there was any desire on the part of employers to meet with the representatives of the men, they could do so as a kind of conciliation board, that is, to debate the matter across the table.

22,662. Of course, whilst your membership extends over a very great area, in fact, extends beyond the United Kingdom, and over almost all places in the United Kingdom in which engineering is carried on, there is no corresponding united body of employers with whom you could have relationships, is there?—Yes, there is the Employers' Association.

22,663. Is that an association common to the whole of the United Kingdom?—Yes, just the same as ours is.

22,664. What association do you call that?—The Iron Trade Association. It has branches in most engineering centres throughout the Kingdom.

22,665. But very many of the employers of your members are probably not members of that. Take the railway companies, for instance?—No, the railway companies as a rule do not belong to the Employers' Association. I do not think they do in fact, but a large percentage of the employers in the largest towns or chief centres of the engineering trade do belong to the Employers' Association.

22,666. Then I will come to this. Where any question has arisen of varying the hours or varying the general wages, has that been a matter of negotiation between you and the Employers' Association?—In some districts yes, with the employers' local branches just as with the local branches of our Society. The Society rather encourages that, where possible, the district committees or those who have the management of the affairs in the particular district should meet the employers and discuss these matters before a strike takes place.

22,667. Now you are speaking of local employers?—Yes.

22,668. That is just what I thought would probably prove to be the case. As a matter of fact, has your Society negotiated any important matter, either time changes or wage changes, with the National Association of Employers?—There I am speaking without a very intimate knowledge of the general work of the Employers' Association, because unfortunately we do not

Mr. *Dale*—continued.

know so much of how they carry on their business as they know of how we carry on ours. I may say it is the same with them as it is with us. Our council, that is, the chief centre council, leaves, to a great extent, these matters in the hands of the members in the district, of whom there are a large number, and, as far as I have been able to glean, so do the Employers' Association.

22,669. Of course I was putting to you this question: Is it within your knowledge that your Society has negotiated any important changes of hours or changes of wages with the Employers' National Association, or have such changes been almost entirely matters of local or distri negotiation?—Yes, local and district negotiation. There has not been what I might term any national movement in the matter.

22,670. As a matter of fact you have not had any official relations with the Employers' National Association?—Not as betwixt them and us.

22,671. Of course what I was leading up to was rather this, to ascertain whether the relationships between your Society and the employers of your members are not varying according to the attitude of employers in particular districts?—Yes, they do vary according to the attitude of employers in particular districts.

22,672. In some districts there may be cordial relations and in others not?—Yes, and rather strained in some. I have one instance here of the employers from their head-quarters having taken action in a strike. That was at Halifax, and that is referred to in my notes.

22,673. Since you have got to that tell us about it?—I will, but I shall not be taking my notes *seriatim*.

22,674. Tell us what you like of it. It may be an illustrative case?—That is what I thought, that in taking these matters of that character would arise.

22,675. Then turn to Halifax as you are on it?—Perhaps it would be as well if I explained that I was instructed by our Council more particularly to confine myself to Lancashire and Yorkshire (but as an officer of the Society I have some general knowledge of its workings), and that is the reason why I have only compiled the disputes of Lancashire and Yorkshire.

22,676. I think we need not take the whole of those cases which you have set forth here. I think if you would take the most important ones just with a view to throwing light upon the manner in which disputes arise and the manner in which they are dealt with, it would do. You were going to take Halifax, I think?—Yes. During the past several years disputes in the engineering trade in these districts have been rather numerous.

22,677. That is in Halifax?—In Halifax. On January 12th, 1886—that is going rather farther back, and I will give you the reason why—a small struggle occurred at Elland, in which about 20 men were involved resisting a reduction of wages which they ultimately accepted.

Mr. *Dale*—continued.

This was immediately followed by a general reduction being enforced throughout the whole district, which was acceded to by the men accepting 1*s.* reduction on the date when the notice expired, namely, January 29th, 1886, and another 1*s.* in six weeks. On November 30th, 1886, the men at Messrs. Crossley's struck in consequence of a labourer being employed on skilled work; but he was removed in two days and the dispute ended. About 50 men were engaged in this affair. The next of importance was caused by the men demanding back the 2*s.* reduction. The advance was asked for on May 2nd, 1887.

22,678. This is not what you have here in your paper?—No, it is rather more amplified than that.

22,679. Would not this be sufficient?—Is that Halifax?

22,680. Yes?—The only thing is, that I have drawn it out rather more, that is all, it being a summary that you have there.

22,681. Then go on?—The next of importance was caused by the men demanding back the 2*s.* reduction. The advance was asked for on May 2nd, 1887; but as the employers demurred to fulfil their promise to return the 2*s.* when trade had improved, the men retaliated with stopping all overtime until the 2*s.* had been restored. One firm, namely Messrs. Butler's, resented this action and locked their men out (about 80) on May 29th. The dispute was brought to a termination on June 16th, the employers agreeing to give a general advance of 2*s.* on August 2nd, 1887. The duration of the strike was three weeks and the cost about 150*l.* In the early part of 1890 the men commenced to agitate for improved conditions for working overtime; but to a great extent their efforts were ignored by the employers until an advance of 2*s.* per week was coupled to their demand for the advanced rates to come into force on April 5th, 1890. As the general body of employers refused to concede the terms asked for the men struck work on the date specified, and a struggle, which lasted nine weeks, took place and resulted in the men obtaining the advance and better rates for overtime, &c. At the beginning of the dispute about 1,000 men would be involved, one-half of whom were society men and the others non-society men and labourers. The cost was about 1,800*l.* The next dispute occurred in October 1891, and was caused by a firm discharging six of their workmen for being members of our Society; but in consequence of the remainder of our members being withdrawn from his employment he, after the men had been out two days, terminated the dispute by taking the whole of the men back again. Just at this time the workmen in the engineering trade in Halifax were agitating for the 53 hours' week, and had sent in notice to their employers for such to come into operation on or before November 1st, 1891. About one-half of the employers granted the request, the others allowed the men to strike; but after they had been out a week a deputation from the men met the employers'

Mr. *Dale*—continued.

representatives, and the matter was settled by mutual agreement, the employers consenting to give the hour on and after November 14th, 1891. The duration of the strike was one week and the cost about 300*l.* There are about 1,100 workmen employed in the iron trade in Halifax. About 650 are members of our Society, about 80 are members of the United Machine-Workers' Society, and the rest are non-society men. The matter that you were asking me about was in reference to employers taking what I might term united action upon any matter of dispute, and I said there was one instance where, as a society, they had done so, and this is the instance which has occurred at Halifax which I referred to. I will now read from our abstract reports (*afterwards handed in*) of July the 1st, 1888, to December the 31st, 1890:—"Wages Advance Movement." This occurred when throughout the country the men engaged in the engineering trade were endeavouring to obtain back the general reduction that had been enforced throughout the country in 1886. I might say that in 1886 and the years of depression there was a general reduction throughout the country in the wages of the workmen engaged in the engineering trade, and when the trade commenced to revive we naturally tried to get the money back again. This, says "Wages Advance Movement"——

22,682. What year?—This occurred in 1888. "The advance of the wages movement embraced "within the period contained in this report "was incepted upon the return of good trade. "During the last depression of this, a reduction "of wages took place all over the kingdom, "and was accepted by the workmen upon the "express conditions, upon the promise of em-"ployers, that upon the return of good trade "the reduction would be restored. As this "took place in the period of depression, it ap-"peared to the Council if depression really was "the cause of the reduction of wages, the logical "condition of the acceptance of the reduction "on the workmen's part was also to make "another condition, namely, not to work any "more overtime until the reduction of wages "was restored. The equity of this is beyond "question; but upon the acknowledged im-"provement of trade the employers forgot all "about this, and twisted the overtime question "into a different meaning, and necessitated "aggression on our part to get what they had "previously promised, as will be seen from the "annexed letter of Mr. Hutchings, namely:— "Private and confidential." Mr. Hutchings was the general secretary of the Employers' Association, whose head-quarters are in Manchester. "17, Cooper Street, Manchester, June 16th "1888.—Difficulty in regard to overtime and "the wages question at Halifax.—Dear Sirs, "I have to call upon you to exercise great care "and promptitude in the use of the inquiry "note in your works at this time. The trade "unionists in the engineering trades at Halifax "are making a combined effort to abolish over-"time, and have coupled with their movement "a demand for an advance of wages, and it is "known that this movement has been made a "part of a general scheme for the suppression "of overtime all over the Kingdom, and is sup-"ported from the central committee of the men's "union in London. The Halifax employers are "very firmly united, and are acting with fair-"ness and great energy in the resistance they "offer to the steps taken by the men. Under "these circumstances I have to remind you of "our rule—number 3, sub-section 5 c, page 10— "and to request that the use of the inquiry "note be strictly enforced in your establishment, "because in view of the principle involved every "employer in the engineering trade is directly "interested in upholding the position taken by "our Halifax members in the struggle in which "they are now engaged. I am, dear sirs, yours "truly, E. Hutchings, secretary." Of course he goes on further on the very same question, and has more to say afterwards; but that is one instance of where the Employers' Association as a body have taken action in a trade dispute, and it also shows the manner in which they push forward the inquiry note. I think that is a question that you asked me about.

22,683. Yes, but that did not result in your Society entering into direct negotiations with the Employers' National Association, did it?—No, our Society, as a society, has never to my knowledge entered into such negotiations.

22,684. I see you use the term "district" frequently in your report?—Yes.

22,685. But district is a certain area, I suppose?—Yes.

22,686. Having a certain independence of position?—The Society is constituted on the following lines: there are first members, then branches, then districts.

22,687. What freedom has an area, whether you call it a district or not I do not know, to prefer any claim for a reduction of hours or advances in wages, or to take any independent action whatever?—The first move generally, I may say invariably comes from the members in the locality; that is the first move, they take the first move. For instance, if the members in any particular locality think that the time is opportune, or think it desirable that they should have some reduction in their hours or an advance in their wages, they instruct their representatives, through their branches, who meet as a district committee to take that into consideration. If the district committee is in favour of it, then they submit the matter to the Executive Council.

22,688. Sitting in Manchester?—Sitting in London.

22,689. The Executive Council being the representative of the central Association?—Yes; there are nine members on the Executive Council, and of course if the Council sanctions the action of the members in the district then they go on with the matter they have in hand, whether it be a resistance to an invasion of their privileges, a reduction of wages, or an attempt to get better conditions of labour, or an advance in the rate of wages.

Mr. *Dale*—continued.

22,690. I suppose that the funds of your Society for the purpose of supporting those who are thrown out of work by any strike is under the control of this Council in London, is it not?—Absolutely.

22,691. And therefore the sanction of the Council must be obtained to any action on the part of a district likely to result in a suspension of work, and a claim by its members for support?—Yes.

22,692. Unless they have got the consent of the Council to the action that they have taken, which may lead to their being thrown out of work, they would not be entitled to support?—No. There have been instances where, of course, immediate action has had to be taken, and the sanction of the committee obtained afterwards, but that is an extreme case only, not the rule.

22,693. Then, in fact, effort on the part of your members in the various districts to improve their position either by shortening hours or by increase of wages is not universal, and it is taken in districts according to the opportunities that the state of the trade in the particular district may afford to secure what they desire. Is that so?—Yes, it is taken in the districts as a rule.

22,694. Some districts may be seeking and even obtaining an advance in wages when other districts were not so acting?—Yes, for instance in the Manchester district there has been no advance in wages for 20 years at least.

22,695. Do you mean that there have been no changes?—No change whatever in the rate of wages.

22,696. For 20 years?—For 20 years to my knowledge.

22,697. To what do you attribute that? Manchester, I suppose, has had its fluctuations?—Yes; there have been reductions on three occasions within this last 20 years, but the men have got them back again when trade became good, so that the standard——

22,698. You do not mean exactly that there have been no changes, but that you have come back to the old rate?—Yes; the standard is no lower or higher than it was 20 years ago. The only advantage they have got is the 53 hours.

22,699. But whilst wages have now come back to what they were 20 years ago, they have fluctuated in the meanwhile up and down much, have they not?—On the three occasions there has been a reduction of 2*s.* a week on each occasion, and it has been a partial reduction, the whole of the employers have not enforced it (and I only give this as a sample), but as to those who have, it has afterwards been recovered when trade has become good. For instance, the last reduction was in 1886, and it was recovered in 1888, but not above one-half of the employers enforced the reduction.

22,700. And probably, as the reductions amounting to 6*s.* were effected in three stages, so probably the restoration of that 6*s.* was effected in the same way?—In every instance it was by 2*s.*

Mr. *Dale*—continued.

22,701. So that it shows that there were six changes?—It only fluctuated on those occasions

22,702. Then I do not propose to ask you to go through this list of disputes that have occurred, one would rather wish to take what might be called typical cases. Speaking as you do for Lancashire and Yorkshire more particularly, have the suspensions of work that have actually occurred in that district during the last two or three years been chiefly caused by matters in dispute or in difference between the employers and employed, or have they been to any large extent differences between your trade and other trades?—The majority of disputes in Lancashire for the past two or three years have been only minor affairs excepting the one that occurred at Barrow; that was a matter of dispute betwixt our members and the plumbers; it did not last long, only three days.

22,703. Then you say that that is about the only important case of dispute in Lancashire and Yorkshire?—There have been several minor ones on the apprentice question, say, and overtime, for instance. Those are all minor affairs. I have them all enumerated if you wish it.

22,704. Does there exist at all in your Lancashire and Yorkshire district any joint committee of employers and employed?—Yes. We have joint committees formed in the majority of the towns. That is one method which latterly we have adopted in trying to settle these questions betwixt employers and employed. I think I said a short time ago that we had in each town a district committee, and we have also what is termed a central district committee which takes a wider area than the local district committee, but in a place like Manchester, taking that as an illustration, and taking the 53 hours' question for instance, and that will deal with this——

22,705. Is Manchester one district for the purposes of your Society?—One district; it is a centre itself, as I might term it. We have 24 branches in the Manchester central district.

22,706. But would Manchester be called a district in the sense in which that word is used in this report?—Yes; it is a district. I will take Manchester. No improvement or permanent alteration in the rates of wages have taken place in this district for the past 20 years, and the only strike of any importance which has occurred during the past few years was the one for the 53 hours' week, in April 1891. Prior to the strike, negotiations were carried on for several weeks between the joint committee of the men's representatives and the employers, but as no definite settlement could be arrived at, it was ultimately decided that the men should cease work at all the shops where it had not been conceded on or before April 25th. On Monday, the 27th, the workmen employed at 15, acting in accordance with the above decision, left their work. About 1,000 men were involved in the affair, 650 of them being members of the Amalgamated Society of Engineers, that is our Society. In consequence of the employers one after another giving way, the strike practically collapsed in

Mr. *Dale*—continued.

three days, and at the end of the week there was only one firm, namely, the London and North Western Railway Company, which had not conceded the hour. The total cost to our Society was about 400*l.*, and the gain an hour per week to at least 4,600 members, which estimated at a money value is over 150*l.* a week.

22,707. In what you have read just now, there occurred, in the earlier part of it, the words "joint committee"?—Yes.

22,708. Did that mean a body composed partly of employers and partly of employed?—No. I was going to explain that as it occurs there, when the men in Manchester thought it desirable that they should try and obtain a reduction in their hours, the Manchester committee of our Society invited representatives of the other section of the trades, that is, the kindred societies engaged in the engineering trade, to form what we term a joint committee, that is the Machine-Workers', the Metal-Planers', the Pattern-Makers' and the Brass-Finishers' Society, and also the boiler-makers and moulders as well were invited; that is what we call a joint committee. Those branches of the engineering trade all act as one body, and they decide what action to take.

22,709. When you answered my question a minute or two ago, when I asked you whether there existed in Lancashire and Yorkshire joint committees, you understood me to use the term in the same manner in which you are now using it, did you?—Yes.

22,710. I did not mean that. I meant to ask you whether there existed in Lancashire and Yorkshire any body constituted partly of employers or employers' representatives and partly of workmen, with the view of discussing matters?—No. There is no permanent body of that character established. I was going to refer to that. In some towns, of course, the secretary of the joint committee would communicate with the local branch of the Employers' Association, and that is the way in which negotiations are opened up. Then, very probably, a meeting would take place, through representatives appointed from the joint committee, to confer with a portion of the employers, or, perhaps, the whole of them. That is the manner which, latterly, we have adopted to form what I might term a board of conciliation upon this question.

22,711. Then is it general throughout Lancashire and Yorkshire that the local Employers' Association would recognise and hold communication with your local Society?—Yes, it is more so now than formerly.

22,712. It is general, we may take it, in Lancashire and Yorkshire, is that so?—I think it is now. Of course there are exceptions in some towns, but generally they have, during these past few years, met us in conference if desired.

22,713. When this claim to reduce the hours from 54 to 53 was made in 1891—was not that the date?—Yes.

22,714. When that claim was made in 1891, did that bring any official negotiations between your Society in Manchester and the local Employers' Association?—No, that was done by writing to the employers as individuals.

Mr. *Dale*—continued.

22,715. Have you ever had in your district, any matter in dispute between your members and the employers referred to arbitration?—No, not to my knowledge.

22,716. Have you any suggestions to make to us as to that which might improve the relationships or prevent strikes?—Do you mean as regards courts of arbitration to settle grievances that we have?

22,717. Anything. I merely ask you whether, as the result of your experience, you would desire to lay before us any scheme or any view as to the manner in which good relationship may be established and maintained, and suspension of work avoided. Do you think anything is needed?—Yes.

22,718. Or could anything be done?—Yes. Speaking upon the general question, my own views are that if employers showed a better desire to meet us and discuss those questions across the table, there would not be so many ruptures as there are. I am myself favourable to this, that those engaged in any particular branch of the trade should engage upon those questions themselves, that is to say, that we have all the machinery ready, if needed, for it. Through our district committees and our joint committees we have always a body ready to confer with the employers upon any question of dispute that might arise; then anything that could not be settled amicably between them might be referred to a court of arbitration; but I think it is desirable that they should first try to settle their grievances themselves before referring to a court of arbitration. That is my own view upon the matter.

22,719. Have any suggestions of that character been put forward by the district committees within Lancashire and Yorkshire, and not entertained by the local employers, or has the matter never been mooted?—It has not been mooted. Of course, I am aware that in some towns in Lancashire and other places there have been boards of conciliation formed from the Chamber of Commerce—permanent boards. These are formed of gentlemen engaged in different kinds of businesses. I think myself, as I have just said, that it is best that those who have most knowledge of the subject upon which the rupture may take place should discuss it themselves before referring it to arbitration.

22,720. Are you able to tell us, and free to tell us, what is the general policy in that respect urged upon the districts by the central council of your Society?—Yes, our Executive Council urges upon the members in all instances to try every method before a strike is resorted to. That is the general advice given, and to a great extent it is the duty of the trade union officials to try and avert a strike.

22,721. Do members of your Society and non-members following the same occupation work side by side?—Yes.

22,722. And on the whole without disagreement?—Upon the whole it is so. Of course,

Mr. *Dale*—continued.

there are instances where we do not care for their company.

22,723. But within the district for which you speak, Lancashire and Yorkshire, has there been any refusal on the part of your members to continue in employment if non-unionists were retained?—There is only one instance.

22,724. At any rate it is not general?—It is not general. That instance was in consequence of an individual being a very obnoxious man. That was the only reason.

22,725. The rent that you speak of, 5*s.* 9¼*d.* a week, is the average rent paid by your members in the United Kingdom, is it?—Yes, I should think so.

22,726. That is by a large number of them at any rate?—Yes, that is about the average rent.

22,727. That would include rates and taxes probably?—Yes, I should think it does. As a rule it includes all that with workmen.

22,728. Possibly water also?—Yes, in many districts they compound for the whole lot.

22,729. Would it be likely to include gas?—Oh, no, it does not include gas.

22,730. As to the strong complaints that are made from certain districts as to insanitary conditions, would they in your opinion have to be dealt with by local representations and local efforts?—Yes. I may say that so far as workshop sanitation is concerned, out of the 15,000 odd members of our Society in Lancashire, 13,163 are working under conditions in which the sanitary arrangements are unsatisfactory, and I might say that we generally, as a society, consider that it is necessary that more rigid inspection should take place, and that the staff of inspectors requires increasing. I think myself, and I believe the majority of men in my sphere do think, that they should be selected from a class who have a more practical knowledge of the conditions under which workmen are employed, and they shall be more in touch with them. I never saw an inspector in a workshop in my life to my knowledge, and I never heard of anybody else who did either.

22,731. Would you expect the insanitation of which you complain to be dealt with by a factory inspector, or would you expect it to be dealt with by the inspector of the local sanitary authority, the Corporation, or Board of Health, or whatever it may be. Would not it be the latter?—Yes, I think it would be better dealt with by the local body—that is, the municipality—and I consider that there ought to be in all large districts some office, either in a town hall or municipal building, so that we would know where to apply in the event of our wishing to communicate with the chief officer of the department. At the present time it is very few people indeed who know who is the factory inspector in my locality.

22,732. Now you are speaking of a factory inspector?—Yes.

22,733. Is there any other matter you would like to bring under our notice before you are subject to examination?—Of course you will see that as to many of the disputes that have occurred in the list I have submitted to you, some of the disputes have occurred by our members endeavouring to resist overtime.

Mr. *Dale*—continued.

22,734. Yes?—I may say that our chief attention during the past few years has been given as a society to curtailing the overtime throughout the Kingdom, and it is in that direction that we have mostly gone in preference to getting a better rate of wages in some districts where the rate is higher than in others. We want to get nearer the eight hours, and we think the best way is to curtail the overtime first.

22,735. I see you say on page 6 of the report overtime is restricted in 5 districts to 18 hours a month?—Yes; if you will allow me I will just speak upon the overtime question according to the notes I have here.

22,736. Do so?—In Lancashire we have 13,326 members, or 87·8 per cent. of the whole of the members in Lancashire, who work systematic overtime when trade is good. In Yorkshire we have 53 per cent. who work overtime when trade is good, and in some instances when it is only moderate. In Lancashire there are only 951 members, or 6·2 per cent. who do not work overtime. In Yorkshire it falls down to nearly 3·7 per cent. of the whole number employed in Yorkshire who do not work overtime. There are two districts in Yorkshire in which overtime has been limited or restricted to 18 hours per month, that is, in Middlesbrough and Hull. In Middlesbrough we have 471 members and in Hull 1,137, making a total of 1,608, or 17·8 per cent. who do not work overtime, or who work under restrictive conditions. This is what the summary says: In Lancashire there are 14 districts containing 13,326 members, or 87·8 per cent., and in Yorkshire there are 10 districts containing 4,798 members, or 53 per cent., and if we couple the two counties together we have 24 districts in which are located 18,124 members, or 76½ per cent., who work systematic overtime when trade is good, and in many instances when it is only moderate. In Lancashire there are only 10 districts containing 951 members, or 6·2 per cent., and in Yorkshire 4 districts with 383 members, or 4·8 per cent., in which little or no overtime is worked. There are, however, in Yorkshire 2 districts, namely Middlesbrough and Hull, with 1,608 members, or 17·8 per cent., in which overtime has been restricted to 18 hours per month. I have read the book giving the consensus of opinion.

22,737. Is that restriction to 18 hours per month what, for the present, at any rate, your Society would aim at?—It is what we have been able to get. The excessive amount of overtime which is worked in so many districts contributes to a great extent to the fluctuations in trade which we periodically experience; it has the effect of shortening the periods of continuous employment of the workmen, and thus materially reduces his average income, and where it is systematically worked it naturally limits the benefit and profit arising from a superabundance of work to fewer workmen than what

Mr. *Dale*—continued.

would, if it was abolished, reap some advantage during the period of good trade; moreover, as a society we unhesitatingly state that there is no real necessity for a large proportion of the amount that is worked. The improved labour-saving machines which have come into use during the past 20 years, especially in large establishments, and the higher speed at which both machines and men are driven, enables some engineering firms to turn out locomotive-engines in 50 per cent. less time than was possible 15 years ago, and for 30 per cent. less cost in labour; in fact, if the wages of workmen in the engineering trade had been advanced *pro rata* with the amount of work they have to do now as compared with 20 years ago, they would be receiving from 50 to 100 per cent. more than they are at present getting. Of course, in furtherance of what I have said, or supplementing what I have said, about the necessity for the non-working of overtime, and also as to the amount of work which is now turned out in comparison with the number of men in the trade, I have some other statistics compiled from the Board of Trade exports from 1876 to 1890.

22,738. Then overtime, I suppose, usually arises from a sudden, and perhaps it may be short, improvement in trade and an increased demand for engineering work; that is usual, is it not?—That is the usual cause of overtime.

22,739. Then in order to avoid overtime any establishment would have to forego the opportunity of turning out a larger amount of work than its machinery or arrangements would admit of, or the establishment would have to be upon a scale sufficient to meet the occasional and intermittent activity which occurred. Supposing an establishment to be of a size and of an equipment that enabled it in merely average times to be fully employed, and then supposing that a time of exceptional and sudden demand arises; in what manner would that establishment meet this increased opportunity to turn out more work; would you have a second shift—a night-shift—or what?—Yes, we prefer night-shifts being worked rather than men being employed excessively long hours; but in many instances employers keep their men working overtime when the whole of their plant has not been occupied by men.

22,740. Is that a common thing?—Yes, I should say it is very frequent.

22,741. What I understand you to mean is that it is not an uncommon thing for an employer to have a large amount of overtime going on when there are vacant places, benches, or machines, or whatever they may be, unused?—Yes, unused.

22,742. Is that a common thing?—Well, I have seen it myself in shops.

22,743. Of course, you would say that under those circumstances the proper thing would have been to have drawn into employment the men who were not in employment?—Yes, that is our chief reason why we want the overtime curtailed. We think it would employ more men in the trade, and that we should not have such a large percentage on our books as out of work.

Mr. *Dale*—continued.

22,744. Now, take those shops in which at ordinary times every bench is occupied, and there comes a sudden demand, which perhaps may not be likely to last more than a year, what would you have such an establishment do then?—Put on night-shift men.

22,745. To be drawn from the ranks of the unemployed?—Yes, from the unemployed. But there is a natural desire in my experience on the part of the employers rather to work the men overtime in many instances than to extend his premises or his plant.

22,746. Of course an extension of plant or premises under many circumstances would really mean a provision for that which is occasional only?—Yes, it would also involve more working expenses as regards rent, &c.

22,747. Would you, with your practical knowledge, see any difficulty in a second shift of fitters coming in, because they would have to come in to the very same work and continue the actual work that was being done by the day-shift men?—We do not experience any difficulty at all, or rather, none has been experienced by those who have adopted that method.

22,748. We will say A. is working during the day at a lathe. You think that he would not object, and that another man would not object, to follow on and continue the same work, do you?—No; they get on very well, taking it altogether. At Whitworth's they have a method whereby the man who is on the night-work comes in a quarter of an hour before the man goes off on the day-shift.

22,749. He takes up the same work and actually continues it?—Yes, and there night-shifts have been employed for a period going on for 20 years continuously.

22,750. Is there anything else you would like to put before us, or have you covered it all?—I think in regard to the overtime-work I made the statement that a man had to do more work than he had to do 15 or 20 years ago; and I think the best way to show what I meant would be to take the number of members we have in our Society for the same periods, because we assume that the membership in our Society is a fair gauge of the number of men employed in the trade. Moreover, there are more men in the Union as compared with the proportion engaged in the trade now than there were 10 years ago, and that goes in favour of what I say. I find that since 1866 the export of machinery and millwork has quadrupled; that is, in 1866 we exported 4,759,091*l.* in value of machinery and millwork, engines, &c., and in 1890 we exported 16,413,424*l.* in value of engines and machinery; so that the exports have increased nearly four times. Now in 1866 we had 33,007 members; in 1876, 44,578 members; and in 1890, 67,923 members. It will thus be seen that by comparing the increase in our membership with the amount of work exported, whilst the amount of our exports has nearly quadrupled during the

Mr. *Dale*—continued.

past 25 years, the increase in our membership has only about doubled. Therefore I think it can be fairly assumed that workmen are now doing more work than formerly, and consequently the physical strain is greater, and if the stamina of the British workman is to be maintained it is absolutely essential that overtime should be curtailed and the hours of labour reduced. I can give you a summary of the amount that we spent in strikes, &c. if you wish it.

22,751. Do you mean in the whole Society?—Yes.

22,752. Not Lancashire and Yorkshire only?—No, the whole Society.

22,753. Do you mean for each of a series of years?—The last three years. I thought that would be what you would care for.

22,754. Give us that then, will you?—Will you have the total?

22,755. Yes?—I will give the donation and contingent, and I will explain them as I go along. In 1889 we expended in donation benefit 27,536*l.*, in contingent benefit 1,935*l.*, and in grants to our own trade 617*l.* In 1890 we expended in donation benefit 29,404*l.*, in contingent benefit 3,857*l.*, and in grants to our own trade 2,414*l.* In 1891 we expended in donation benefit 54,806*l.*, in contingent benefit 4,290*l.*, and in grants to our own trade 2,520*l.* The contingent benefit consists of a sum of 5*s.* per week, which is given to all members who may leave their work in resisting encroachments upon trade privileges, or be withdrawn in the event of a dispute arising. If you double that amount we will then have about the amount which disputes have cost us, as a member receives 10*s.* per week donation in addition to the contingent benefit. As to the grants to our own trade, special levies are made upon the members when a dispute occurs in any locality. Special grants are made to them to enable them to carry on the dispute or to maintain the machinery necessary for carrying on the dispute or strike, and to assist those members who require some additional assistance to the amount granted from the Union. So that, for instance, if you take the year 1891, in which the contingent benefit given to our members was 4,290*l.*, and double that, it will make, we will say, 8,500*l.* in round numbers, with the 2,520*l.* granted as assistance to our own trade, and you will then get about 15,000*l.*, which we spent in disputes in 1891.

22,756. I thought you said the contingent benefit was at the rate of 5*s.* a week?—Yes.

22,757. And that the man who got 5*s.* a week for contingent benefit got 10*s.* for donation?—Yes.

22,758. So that you would have to treble the contingent and not double it?—Yes, double the contingent, and then you get the amount received.

22,759. I should have thought you would have had to multiply by three and not by two. If the contingent is 5*s.* a week and a man is receiving 5*s.* a week from the contingent fund, and also receives 10*s.* a week from the donation fund, then he receives three times as much as the contingent?—Yes, but that is not so; it is 10*s.* per week donation, and 5*s.* per week contingent; therefore, if you double the contingent you get the amount of the donation.

22,760. Double the contingent and add the other to it?—Yes, and we get 15*s.* a week.

22,761. Now I understand it quite. I think that exhausts all the evidence in chief you desire to give?—Except that I should like to say a word or two upon the apprentice question. We have had some trouble in regard to that.

22,762. You have alluded to it in your proof?—I have noted all those matters in which disputes have occurred, and we have had disputes on the question of apprentices. According to our rules we have no specific limit as to the number of apprentices which an employer shall have working for him in proportion to the number of men, but we have what I might term a standing order, and we think that in our Union during the last two years there has been too large a number of apprentices imported into the trade by the employers, and in many instances it has led to friction betwixt the Society and the employers where the employer has been unreasonable as to the number of apprentices. We have thought one apprentice to four journeymen is quite sufficient, and where we can we get three, but we decidedly object to any employer getting more. We think that an employer is not justified in employing more than one to three journeymen. Our reason is that during the past three years, when trade has been good even, we have always had a surplus of members on our funds; there has never been employment found for the whole of them. I know some establishments in which they have turned out journeymen at the rate of 10 per month, and of course the trade is getting flooded to so great an extent that we think it is desirable there should be some restriction put upon apprentices.

22,763. When you say one establishment in which they have turned out journeymen at the rate of 10 a month, you mean turned out in what sense?—On completing their apprenticeship.

22,764. Of course as to whether that is an excessive number or not depends upon the size of the establishment?—Yes, it is an excessive number. In some departments they had 12 apprentices to two workmen, and taking the whole establishment throughout they had more apprentices than journeymen. The result of that has been, so large a number of apprentices are employed that it curtails the period of employment for the majority of workmen engaged in the engineering trade, and in fact it confines the period of employment to about 15 years during which a man can hope to get employment. As you are probably aware, the majority of railway shops, Government shops, &c. will not set a man to work who is over 40 years of age. That is the limit at which they will engage men, and the result of that is that as soon as a man gets a few grey hairs, or has to wear glasses, if he gets out of a shop where he has had continuous employment as a permanent hand, he finds great difficulty in ever getting into the trade again.

Mr. *Dale*—continued.

We cannot hope for much legislation on that, of course, but I think myself that one great reason why they employ so many apprentices is that they have the privilege of putting them on to work overtime at so early an age. As soon as a young man gets about 18 years of age, and sometimes before that, he is put to work overtime. The Act says 18, but when he gets to 18 years of age they are anxious to get him on overtime, and the employer derives a greater amount of benefit from him working overtime than he does from the workmen working overtime. In fact we have had shop disputes where the employer has put the apprentices on to work overtime after the men have left their work at the ordinary hour, and in my opinion no one ought to be allowed to work overtime under 21 years of age. I think myself that that is quite early enough, because it interferes with the physical development of the young men, and also that is just the age when a young man probably has the opportunity and is desirous of improving himself mentally. It is well known, especially so far as night schools are concerned and technical schools, that that is the age when young men give their mind more to improving themselves and find it is requisite they should have some technical knowledge of their trade than it is at a more youthful period. Those are a few of the matters to which we wish to draw attention.

Mr. *Gerald Balfour.*

22,765. How many non-unionists are engaged in the engineering trade?—We have no reliable statistics. The only information I have is from a few isolated towns. It varies, and I could not give you the exact proportion.

22,766. Can you give me the proportion, roughly?—No, I could not. I would not like to do it.

22,767. You are not able to make any estimate?—No. In some towns the non-society men predominate, and in places like Manchester we have, of course, not many non-society men as compared with the number of those engaged in the trade. I should think there would not be above 500 non-society men in Manchester.

22,768. As compared with how many society men?—5,130 odd.

22,769. You say so far as you have been able to ascertain, the average rate of wages of the non-unionists might be taken as 2*s.* a week less than that paid to the society men?—Yes.

22,770. Are those non-unionists as a general rule less skilled than the union men?—Yes, or else they would be able to get more money.

22,771. The mere fact of their being society men is not in itself——?—Of course I do not mean to say that all non-society men are not equally skilled with society men, but there are many people whom we do not care to admit. For instance, there are shops in the trade where they will not give the rate of wages, and they are harbours of refuge for such people, for the majority of non-society men.

Mr. *Gerald Balfour*—continued.

22,772. Those men are usually inferior workmen, are they?—Well, taking them as a whole we do not consider them as good as the society men. Of course, as I say, there are individuals amongst them who probably are as good as the society men, but as to the bulk of them, they are not.

22,773. But if on an average they were equal to the society men, would they be able to get the same wages?—Yes, and some of them have the same wages.

22,774. Do you find any reluctance on the part of first-rate workmen to join your Union on the ground that they can earn a higher wage by keeping out of it?—No, there is no limit. We do not limit our members to what they receive from their employers. We only fix the minimum, and we not only desire but we expect the employer to give a man more money who shows extraordinary ability. We only limit the minimum.

22,775. You limit them in some cases as regards overtime, do you not?—Yes, we limit them as regards overtime.

22,776. So that in that respect a man might consider himself handicapped by joining the Union?—Just so.

22,777. But not as regards wages?—No, not as regards wages.

22,778. With regard to overtime an enormous majority of your members would like to see systematic overtime abolished altogether?—Yes.

22,779. In this printed report I see you use the phrase, "Members wish for its abolition as "far as practicable"?—Yes.

22,780. What is the meaning of that limitation "as far as practicable"?—That is, that overtime only ought to be worked in cases of emergency; for instance, if there was a breakdown in a factory or anything of that kind, or machinery required repairing, our men would not object to work, so as to get the mills going again, but what we object to is systematic overtime being worked upon contract work in which the employer for the purpose of getting the order will contract to do it in a very unreasonable time.

22,781. What you object to is systematic overtime in periods of good trade? What you would prefer to see instead of overtime is the absorption of the unemployed?—Yes, what I said was that it would have this effect if employers as a whole knew that they could not work the overtime, there would not be that competition to get it done in the limited time that there now is, because they would all be on one basis. We have now many employers getting an order, or obtaining an order, because they would promise it to be delivered in a shorter time than what their competitor will, and therefore they put their men on overtime, unreasonable overtime, I mean.

22,782. I understand if overtime were abolished throughout this country that so far as home orders were concerned the competition might be reduced, but how about

Mr. *Gerald Balfour*—continued.

foreign competition?—They are going in for overtime being abolished in foreign countries, and we hope they will keep pace with us.

22,783. Supposing they do not?—I am not prepared to say what will happen in that case, but I think they will.

22,784. You say here that if the systematic overtime worked in 33 of your districts amounting to 18·7 per cent. was abolished, it would be the means of finding employment for at least 4,000 more men. Now let us suppose that overtime was abolished, and that those 4,000 additional workmen in consequence found employment: in times of depression following upon good trade, would not a large number of those men be thrown out of work?—Yes, but we have them continually with us now, we have them always with us now.

22,785. You mean there are always a certain number of unemployed now?—Yes, they are always with us, we never get down below 1·6 per cent. Since 1871, since the nine hours' came into operation, in 1872—that was shortly after it came into operation—we had the least number of members on donation that we have had since the Society was in existence, and since then we have never got below 1·6 per cent.

22,786. That is to say, even when trade was at its very best you still had a certain number of men unemployed?—Yes. I might say that my occupation when at home is to find men for the employers, and of course I have had some experience in this matter even through the period of good trade we have just passed through, and I have always been able to supply employers with workmen, except it might be one isolated case of an individual for a particular job; but as a rule I have always been able to find the number of men required by the employer from some part of the country or other.

22,787. But supposing that the abolition of overtime were to absorb all your unemployed, and then a period of depression was to follow, would not more men be thrown out of work than would be thrown out of work under a system in which overtime was permitted?—That would only arise if more men were introduced into the trade.

22,788. I am assuming, you see, that in a period of good trade, and with the abolition of systematic overtime, the whole of your members are employed; I then suppose that a period of depression follows, and I ask you, would not that period of depression cause more men to be thrown out of work than under the system by which overtime was permitted?—No. You see, if you will excuse me for saying so, you must first commence with the number of men in the trade. In the engineering trade there is a certain proportion who do not work at the trade probably except at extraordinary times, when there is a demand for them. Where they get to I do not know, but, however, if you take first of all the whole number of the trade, then you cannot absorb more into it to work than are engaged in the industry.

Mr. *Gerald Balfour*—continued.

22,789. No; but I am supposing that with a change of system, by which overtime is altogether abolished, you actually did succeed in a period of good trade in absorbing all the engineers in the country?—Yes.

22,790. Then if this period of good trade is followed by a period of depression, would not a larger number of men be thrown out of work than under a system in which overtime was permitted: in other words, might not overtime be regarded as a kind of safety valve for easing the effect produced by fluctuations in trade on the number of men in employment?—The only way in which, in my opinion, it can be regarded in the sense named by you, is that probably it would induce more men to enter into the trade than there would be found continuous employment for afterwards. In that case there would come more men on the funds; or come out of work in a time of depression than there would otherwise. You see, the engineering trade is not the same as labouring, in which any man can go to it. He has to serve his apprenticeship, and the only way in which they could be drawn or drafted into the trade, would be through the benefits arising from good trade. More people would put their sons into the trade than would otherwise do, and thus in the time of good trade there would be more workmen in it than there would be found continuous employment for. That is the only danger that would arise, in my opinion, in the direction that you have indicated. You cannot go and pick any man in the street and put him to go and work on an engine, as a rule. He must have served a certain number of years as an apprentice, five years, as far as we are concerned. In my opinion the work would last for a longer period than otherwise, and therefore there would not be that continuous depression from which we have suffered sometimes. The periods of depression are now becoming longer than the periods of prosperity or what I may call good trade.

22,791. Let me put my question in this way, I do not think you have quite caught my point. Let me suppose that, during a period of good trade, there is sufficient employment for 50,000 men in the country?—Yes.

22,792. During a period of bad trade, there is sufficient employment for 40,000 men say. Now if those 40,000 men were allowed to work overtime during periods of good trade, it might be possible to keep the numbers in the trade steadily at 40,000. If you forbid overtime, would not the result be this, that in periods of good trade you would have, say, 50,000 men employed, and when the periods of depression followed, 10,000 of those would have to go out of work?—Yes, but unfortunately we cannot regulate the numbers of those who do come into the trade. You see, we have no control over the numbers that have come into the trade, and the fact is that we have them in the trade and they are with us and out of work, and the first question for us is, what to do with them as we have them.

Mr. *Gerald Balfour*—continued.

If we could have prevented them coming in, we should have tried to do so in the direction you name, and regulated the trade.

22,793. You make no attempt to regulate the trade?—When there are more people born into the world than can be found employment for, it is not easy to regulate it; they force themselves somewhere, and they force themselves pretty freely into our trade.

22,794. There is no tendency, I suppose, for persons to force themselves into your trade more than into any other trade?—Whenever a father has any sons that he wishes to put into trade, he naturally looks round to see what is the best trade he can put them into, and if it so happens that the engineering trade is brisk at the time, and they are getting fair wages, he puts them into the engineering trade, because we have no limit to the number of apprentices. He cannot get them into the stone-masons' or boiler-makers' trade because they have a limitation of apprentices; therefore because we have allowed free trade, it naturally results in this, that we have a larger number of apprentices in the engineering trade than there is in other trades probably.

22,795. In fact you think the engineering trade suffers in regard to this question of apprentices from the action of those trades whose rules confine or limit the apprentices to a certain number?—No, excuse me, it suffers more from the avariciousness of employers, who would rather have a larger number of lads working for them than journeymen, and who are always seeking to put them into their places.

22,796. But assuming that all employers are avaricious, for the sake of argument, there are some trades where they cannot increase indefinitely the number of apprentices?—I do not care to assume anything that is not correct. They are not all avaricious. We get along very nicely with those who are not avaricious and unreasonable.

22,797. With regard to piece-work, you say that if piece-work were abolished, the result would be a higher class of work, better wages, and more constant employment to the worker. Would you explain further in what way the abolishing of piece-work would produce better wages or more constant employment?—Yes. So far as our rules are concerned, we do not recognise piece-work, that is to say, we do not allow it being introduced if it can be prevented being introduced into our workshops where it has not previously been worked. We allow our members to work it in shops where it does exist; however, we should not do it if we could help it, but we do not approve of it because we find from practical experience that it reduces the wages. It has always a downward tendency, and I know of no instance in which employers have raised the piece-prices. I might say that at one locomotive shop in Manchester during this past 15 years, the piece-prices have been reduced 10 per cent. on three different occasions, so that in 15 years the piece-prices have been reduced 30 per cent. altogether, and the men are practically working now for 30 per cent. less than what they did 15 years ago.

Mr. *Gerald Balfour*—continued.

22,798. Is not that partly due to the introduction of superior machinery?—Well, it might be if they did the machine-work, but it is not upon the work done by machinery; for instance, a man will have so much for doing a special job, and if he had been employed on erecting an engine it might be so; but this is upon work which the men themselves have absolutely to do by their own labour, and the same applies to many other shops in the machine trade. When there comes a depression in trade the employer reduces the piece-work prices, but when an improvement takes place he rarely advances them, and the men can only obtain the same rate of wages by additional physical exertion. It has got to its limit now.

22,799. When you say that the trades unions do not recognise piece-work, do you mean no negotiations have ever taken place between you and the employers as to piece-prices?—No, we do not allow anything; no negotiations with any employers at present have taken place.

22,800. In respect of piece-work?—In respect of piece-work.

22,801. Would not that partly account for the fact that the employers have reduced piece-work whilst day wages have not been reduced?—They are reducing piece-work prices at the same time as they do day wages.

22,802. But more in proportion?—10 per cent.; they would reduce day wages 2*s.* per week, and piece-work prices 10 per cent. We fix the minimum rate of wages. I say, for instance, we go in for an advance of wages, then the man must have his wages guaranteed in the shop where he is employed, even if it is a piece-work shop; so that if he is earning 34*s.* a week it is immaterial to us whether he makes that in piece-work or not, but he must have 34*s.* a week, and it is probably the reason the employers know that we do not take any action in this matter, and they do not take the initiative in advancing piece-work rates.

22,803. Then I was right in my conjecture that if the Union were to make piece-prices a matter of negotiation the probability is that you would get a rise?—Yes, we could deal with them. We would rather have it abolished.

22,804. You have said nothing with regard to the effect of piece-work upon constant employment?—Of course if a man works hard he does more work in less time; that is the only difference.

22,805. The effect of piece-work is that more work is done in proportion to the wage?—That is the natural result, and that is what the employer aims at.

22,806. Your Society consists of a very large number of districts, and great freedom seems to be allowed to each of those districts to determine for itself questions of wages and of hours?—Yes.

22,807. I think you said the initiative almost always came from the district?—Almost always, except in low rate of wages districts. We have

Mr. *Gerald Balfour*—continued.

endeavoured, by drawing their attention to it, to get them to move in the matter, and we have in fact, I may say, encouraged them to do so. During these past few years we have tried to get a more uniform rate throughout the country as regards wages, that is, we have attempted to get the lowest rate of wages districts advanced rather than sought to get an improved rate of wages in the higher districts. There are some instances where we have got it, but I am speaking now in general terms. Strange to say, though the employers, when we meet them in conference, have drawn our attention to the competition they have to undergo against the lower wages districts, yet when we seek to lift them up nearer the levels of their districts, they support the employers in resisting the attempt.

22,808. In the higher wage districts the employers resist the rise of wages in the lower wages district; is that so?—Yes, it was an instance of that which I read you, at Halifax.

22,809. That is the occasion when united action was taken by the masters?—Yes, and so it is in other districts where they have branches.

22,810. You do not insist upon uniformity either in the minimum rate of wages or in the number of hours in the different districts, do you?—We did as regards the standard week till recently.

22,811. Until recently?—Yes.

22,812. What change has taken place recently?—We have fixed now the maximum of hours at 54. I know of no district where the Society has any control where the hours are more than 54 per week. We have allowed districts to get an hour reduction.

22,813. You have allowed particular districts to insist upon a reduction of an hour as compared with other districts?—Yes.

22,814. And you also allow particular districts to earn a minimum wage different from that of other districts?—Yes.

22,815. So that you may be said to recognise differences in different localities?—Yes, speaking broadly.

22,816. Should you be, as an association, in favour of legal interference with the hours of labour?—Speaking as a trades unionist, I would rather that the men got lower hours by their own efforts, as we have already got them; but unless employers show a better attitude so far as we are concerned, it will ultimately become a question as to whether we should not seek to obtain less hours by an easier method than by resorting to strikes. The opinion is held that if we could get shorter hours of labour by Act of Parliament it is cheaper and easier to do so by putting the voting paper into the ballot box than to strike on the subject.

22,817. Has your Union been asked to express a formal opinion?—Our men have given their opinion in favour of eight hours, that is, those who have voted; but we do not think the time has arrived yet for it. I do not.

22,818. As a society you have not taken any action in the matter?—No. We have got nine

Mr. *Gerald Balfour*—continued.

hours; but it was not at that time a jump from 10 to 9. In Manchester the hours were only 57½ a week; so that it was only a reduction of 3½. We think, and I think too, that we should have no desire to paralyse trade by any wild jump from systematic overtime to a legal eight hours, which would be a big leap from the present state of affairs, where some employers are working continuously 12, and in some instances 14, hours a day; that would be a big jump to a legal eight hours' day, and it would remove overtime entirely. I think, and the majority of our members think, that it is better that we should try to abolish overtime first and get down to what I might call the nine hours day. Then, of course, we have already got our reduction in above 60 districts by easier methods.

22,819. In any action which you do take as a society, you recognise differences in different localities?—Yes.

22,820. And by so doing show that you feel an objection to the enforcement of uniform hours?—Yes, I think there would be an objection to it.

Mr. *Burt.*

22,821. I think you said that there were 24 branches in the Manchester district?—Yes.

22,822. Is that in Manchester itself or in Manchester and the neighbourhood?—Manchester and Patricroft, five miles off. That is the central district committee; but Manchester district pure has 23 branches within a radius of three miles from the centre of the town. We have 5,134 members in our district, and in Lancashire we have over 15,000 altogether.

22,823. You have supervision, have not you, or jurisdiction over those 24 branches?—Yes.

22,824. Does that cover the whole of the branches for which you are the district secretary?—I am not the secretary.

22,825. Agent?—Yes; I am only the official officer there. They have a secretary of their own, a local secretary, who does all the local work. The local district committee has jurisdiction and authority over the members in its own locality subject always to the approval of the executive council.

22,826. Now with regard to the question of overtime, you told us you have made very great efforts to restrict overtime of late years?—Yes.

22,827. Over what period have those efforts been made?—I said of late years because it has been mostly in that direction, but we attempted a long time ago to restrict overtime. We attempted it in 1852, so that that goes a long way back.

22,828. In the paper that you were kind enough to hand us, on page 11 there are five towns mentioned where overtime has been restricted to 18 hours per month?—Yes.

22,829. Do you know whether that was got by concerted action on the part of those five towns, or did they each do it individually?—They each did it individually, except the north-

Mr. *Burt*—continued.

east coast, which is Newcastle, Hartlepool, and round about there. Hull acted independently of the other portion.

22,830. Was that by arrangement between the employers and the engineers?—Yes.

22,831. So that it is agreed to and strictly carried out so far as those towns are concerned?—Yes, I assume so; practically it is so, I think.

22,832. Would that, so far as you know, be a satisfactory arrangement if it could be made universal?—I think it is a better arrangement than what is in existence at present.

22,833. I suppose it would be admitted that in times of emergency in connexion with a trade like engineering overtime might be necessary within certain limits?—Within certain limits, but we prefer that there should be a double-shift put on.

22,834. And you think that a double-shift would in all cases meet the requirements of the case?—In the majority of cases it would. Of course it might not in exceptional cases; there might be some little overtime worked in emergencies.

22,835. Has piece-work any special bearing upon overtime—in other words, is there more or less overtime usually where piece-work prevails?—There is more overtime worked where piece-work prevails and in the shops where it is worked, and that is for the reason that in many shops and in many establishments the extra rates for overtime come out of the men's balance money, that is to say, that the man absolutely works overtime for no remuneration over what he is paid in the daytime, whereas under the day system we have enforced an advanced rate.

22,836. And that would, I presume, be an additional reason why the men would object to piece-work?—Yes.

22,837. Now as to the insanitary conditions of which you spoke. There are several places specified, and I suppose they are given as exceptionally bad. On page 7 of the paper it is referred to?—Yes.

22,838. Manchester is not among those, is it?—It is amongst the rest.

22,839. But you, I think, spoke from your own personal knowledge as regards Manchester of the sanitary conditions in many of the engineering shops, and you said that they are not what they should be?—Yes, that is it, they are not what they should be. Of course, I know some of these shops that are named.

22,840. And you can testify to them from your personal knowledge, I suppose?—Yes, I have been in those shops.

22,841. And there is quite inadequate inspection I gather from what you said?—Yes, they are in a most filthy condition, and I have seen them myself in a most filthy condition.

22,842. Is there a sanitary inspector as apart from the factory and workshops inspector?—I cannot say as to whether that comes within his province. By sanitary inspector do you mean the municipality? I never saw one inside a workshop, and I have worked in a workshop

Mr. *Burt*—continued.

till within a few years ago. He wears a uniform and you can tell him when you see him, but you cannot tell the factory inspector, because he has no distinguishing badge about him.

22,843. You would say, I presume, that in any case there should be a much more complete inspection if it were only to secure better sanitary arrangements?—Yes, and cleanliness. I think it ought to be borne in mind that a man has to go home and carry sometimes uncleanliness away from a shop into his home.

22,844. Now, as to the factory inspector, I think you said that many of the men do not know him at all and have never seen him?—That is so. I never found anyone in a shop that did know him. I have taken an active part, and I do know one or two by name because I happen to have a personal knowledge of the gentleman appointed, but so far as my district is concerned he might be the man in the moon for anything we know about him.

22,845. Do the officials of the Union ever communicate with the inspectors or anybody with regard to the sanitary conditions?—You mean the factory inspector?

22,846. Yes?—We do not know where to find him. As an official, I may say that I do not know him.

22,847. You as an official do not know the factory inspector of your own district?—I do not know the inspector of the division which I am in. I know Mr. Prior, and I know where he is located, because I happen to know the gentleman personally, but if I wished to report anything to the factory inspector for the Manchester district, I would not have the slightest knowledge where to find the gentleman or where to direct my inquiry to.

22,848. You would not know the sanitary authority to apply to in a case of that kind?—No. I have taken the trouble during these past few weeks to ask that question of a great many leading men in the district, and those I have come across, and I have never come across one yet who had the slightest knowledge or ever remembered seeing one in a shop or knew that he had been there.

22,849. Are you aware, as you have mentioned Mr. Prior's name, whether it would be within his province to inspect the engineering works, and to say whether their sanitary conditions were good?—I am not aware, because I do not know what his instructions are.

22,850. Now you spoke about the large number of men out of work, and you said that that is always the case, and you were good enough to mention that at the lowest, I think you said since 1872, the proportion was 1·6?—Yes.

22,851. Could you give us the highest for that period?—The highest was 1879, I think.

22,852. What was it then?—13·3, that is in 1879.

22,853. You gave us some figures as to the amount that had been paid for donation, and contingent, and so on, and if I got the figures correctly there is a very great increase in 1891

Mr. *Burt*—continued.

for donation as compared with the other two years?—Yes.

22,854. That is so, is it not?—Yes.

22,855. It is 54,000*l.*?—Yes.

22,856. Was there any special cause for that great increase?—Only that we had a few disputes, and as you will see contingent benefit is higher there, and that will carry a few thousands, but not much. It is more attributable to a general falling off in trade which came to develop itself then.

22,857. Would the donation include strikes as well as payments to men out of work?—Yes.

22,858. And would it be applicable to bad trade?—Yes; you could analyse or dissect the amount from the ordinary out-of-work benefit by multiplying the amount giving the contingent, and taking that from the amount paid for donation. That is to say, if you take the last year, it is 4,290*l.*, and that doubled would be 8,580*l.*, so that if you take that amount from the donation it will give you the amount which was paid from the donation for trade purposes. Of course, that is an estimate more or less to a few pounds.

22,859. And your contention is that the abolition, or a considerable restriction of overtime, would tend to give the men more leisure, and be beneficial from physical and other points of view, and would also tend to absorb very considerably the unemployed?—Yes.

Mr. *Hewlett.*

22,860. With regard to the question of overtime, to which you alluded, I think you said that what you objected to was systematic overtime?—Yes.

22,861. That is as contra-distinguished to what in Lancashire are called breakdown jobs?—Yes.

22,862. You do not object to overtime being worked for the latter?—No, not for special occasions.

22,863. Could you give us any idea of what proportion of overtime is worked for breakdown jobs, and what is systematic overtime?—The proportion would be very small.

22,864. In case of the breakdowns?—Yes, very small indeed.

22,865. Let me quite understand. You mean that the proportion of overtime worked for breakdown jobs is very small as compared with what you call systematic overtime?—Yes.

22,866. Then you said that the effect might be to employ possibly 4,000 more men. I suppose the 4,000 are supposititious as to the numbers?—Yes, to a great extent.

22,867. Are there many skilled mechanics out of regular employment now?—Now there are.

22,868. In Lancashire?—Yes.

22,869. Supposing that an employer has the empty benches to which you alluded, why should he, when there are all these men unemployed, prefer to work systematic overtime, to filling up those empty benches with the skilled

Mr. *Hewlett*—continued.

labourers who are out of work?—I can only assume this, and I give my own opinion for the reason. In some instances I think it is that he thinks it is preferable to have a man outside the gates ready to take the other man's job if he does not altogether suit him; that is he has a standing menace against the other men. There is a surplus labour outside the gate which there would not he if be had them inside the shop.

22,870. One would rather have thought on the face of it that an employer would have preferred to have filled up his benches to running overtime, assuming always that there were men applicable for the work. Would not that be the natural idea? I only want your own opinion as to it, I do not want you to take mine at all?—As I said I have known instances where employers have run overtime when all their benches and lathes have not been occupied, and yet as a rule they would set rather more men on when they are busy.

22,871. With regard to the question of insanitary arrangements which you mentioned, did I understand you aright in saying that you would prefer the inspector to be appointed by the municipality rather than by the Secretary of State? I do not know whether I quite got your answer right as to that. I understood that that was your idea; was that so?—No. I said the advantage of the inspector who was appointed by the municipality was that we could tell him when we saw him. He wears a uniform. But I only mentioned that because in a town you can apply to the sanitary authority if you are not satisfied with the sanitary arrangements in your neighbourhood or dwelling. How it would be as regards a shop I do not know; I am not certain whether it comes within the province of the municipality or corporation official to go inside a workshop or not. I almost think he has no right to do it. I never saw one inside.

22,872. Of course you know the present inspectors are appointed by the Secretary of State?—Yes.

22,873. Do you also know that the Secretary of State has power to appoint as many as he likes?—I was not aware of that.

22,874. Or that the number was in the discretion of the Secretary of State; I will put it in that way?—Yes, at his discretion.

22,875. Do you know that the names of the inspectors are always published in the "London Gazette"?—No, I did not know that. Workmen do not take in the "London Gazette."

22,876. Will you take it from me that is so?—The workmen do not read the "London Gazette" in the provinces.

22,877. But still is it not quite easy for you, as their representative, to ascertain it from the "London Gazette"?—Now I will.

22,878. If the sanitary arrangements are neglected, and if there be inspectors, does it not rather follow that they are not quite working up to their duty?—I think, myself, that they have not the time to give that rigid inspection

Mr. *Hewlett*—continued.

or that amount of inspection which is required; they have not the time to do it. As factory inspectors, they cannot give the amount of time and attention to the number of places that they ought to do; that is my opinion.

22,879. You mean there are not sufficient inspectors?—I think not.

22,880. Have you, or your Society, asked for more inspectors?—We have given our opinion, which was brought before the Trades Union Congress, and they have asked for more. The Union supported in the Trades Union Congress the application of the Congress for more inspectors to be appointed, and we, also, have done so through the Trades Councils in the different towns with which we are connected.

22,881. Are they still, in your judgment, insufficient?—Most decidedly so.

22,882. Have you recently made applications for more?—Last year, through the Trades Union Congress, we did.

22,883. Now going to quite another part of your evidence, you also said in the early part of it, in reply to the Chairman I think, that there was a strike at Halifax because some society men were discharged. I do not know if I quite gathered why that was, I am not quite sure if it was Halifax?—That is correct, it was in Halifax.

Mr. *Dale.*

22,884. In October 1891 a firm discharged six men for being members of our Society, you said?—Yes.

Mr. *Hewlett.*

22,885. It followed the strike of 1890, where the men desired 2*s.* of an advance, and next you said that the masters conceded that, and the next dispute of any consequence was in consequence of men being discharged, but why were they discharged I want to know. Really, were they discharged because they were society men?—Yes. Well, that was the conclusion we came to, and I believe that was the fact that they were discharged because of a little irritation on the part of the employer against our Society; he discharged six of them.

22,886. That is the point I want to ask you about?—That is nothing unusual.

Mr. *Mawdsley.*

22,887. Did I understand you aright when you said that you did not know how to get at the inspector?—Yes.

22,888. You do not seem to be aware, then, that they publish the inspectors' names in the "London Gazette"?—No, I was not aware of that.

22,889. What is it that you specially complain about in regard to the insufficiency of inspection? Is it the insanitary arrangements in the workshops?—The insanitary arrangements and the employment of boys before they arrive at the age of 18.

22,890. But you do not seem to have noticed that the last Workshops Act and the Factory Acts put the sanitary arrangements under the control of the local authorities?—No.

Mr. *Mawdsley*—continued.

22,891. You could have complained about those things, could you not, to the authority at the town hall?—We have not, as a society, done so. Of course you know that the workmen are reticent themselves in complaining of these matters for fear of after-consequences. What I complained of was, or what I drew attention to, was—and probably some of it is due to our own neglect—that there is not that knowledge amongst the workmen of the matters that you have just named that there ought to be.

22,892. So that I may take it, then, as to your complaint against the inspectors, you have never made complaint to them about any particular workshops nor have you made any complaint to the local sanitary authority?—Not as a society. Of course I cannot speak as to whether or not there has been any private communication from any individual member in any town. There might have been for anything which I know; but as a society we have not.

22,893. But so far as your own personal knowledge goes, in the Manchester district you have never made a complaint, either to the inspector or to the local sanitary authority?—Not as a society.

Mr. *Austin.*

22,894. Did I understand you to say that there was no rule regulating the number of apprentices?—There is not.

22,895. And the number of apprentices in workshops varies considerably throughout the Kingdom?—Very much so, according to the disposition of the employer.

22,896. And this great number of apprentices, I think, presents to your mind the necessity for the abolition of overtime?—Yes, to a great extent.

22,897. And that is the reason that your Society is taking the question up?—Yes.

22,898. You stated also that, as regards factory inspection, you have never seen a factory inspector?—I never saw one inside.

22,899. And in those places where you have not seen the factory inspector, a large number of boys might be employed?—Yes.

22,900. In contravention of the Factory Acts?—Yes, it is quite possible.

22,901. In reply to Mr. Mawdsley you stated you did not know where the factory inspector was to be found, but you consider it is the duty of the factory inspector to find out whether there are any complaints in existence?—I think so. That is what I said in the early part of my evidence. I said it would be better for people to be appointed who are more in touch or in direct communication. Of course, if we do not seek the factory inspector, the factory inspector never seeks us to ascertain if we have any complaint.

22,902. And you know as a practical mechanic that a number of faults would be passed over by

Mr. *Tom Mann*—continued.

22,932. And at 30 per cent. less wages?—Yes.

22,933. Are we to gather from that, taking the efficiency of labour, that the Union has not succeeded in obtaining for those it represents their fair proportion of the advantage obtained through the agency of machinery, &c.?—We have not obtained as much as we think we ought to have got, if that is what you mean.

22,934. I will put it in this way. Taking your own statement in regard to the rapid way in which, say, a locomotive is turned out, and at the reduced cost, where do you consider the advantage goes to?—To the purchaser, and the producer to a great extent.

22,935. I wanted to know to what extent it went to the purchaser, and therefore to the consumer in a sense, and how far it remained with employers in your opinion?—Of course I cannot give that, because I have not the relative prices of the machinery as sold 15 years ago and as sold to-day.

22,936. You are not prepared to deal with that point?—No. I have not the price that the locomotive might have sold at.

22,937. But you stated very distinctly that there has been such a change, or the efficieney of production has increased to such an extent that if the standard had been maintained by the workmen which obtained some 15 years ago, they would be in the receipt of from 50 to 100 per cent. higher wages than they are in receipt of?—Yes. I speak from my own personal knowledge of the more vigilant supervision that is exercised over workmen now as compared to 15 or 20 years ago. I have instances under my own knowledge of where a workmen has happened to look up from his work, broken his continuous employment to stretch himself, and the employer has discharged him immediately. Therefore, not only is the supervision exercised over the men greater now than it was then, but the system of task-work which is introduced into many establishments has resulted in men being put into competition with each other, until they have arrived at what I might almost think is the maximum amount of labour that can be extracted from the workman.

22,938. In speaking for Manchester I think you said there had been no improvement in wages for a period of 20 years?—No, except as regards pattern-makers and smiths. There were two rates of wages then for different kinds of work, and it has been raised to a uniform rate.

22,939. But for the average member of the Society the wages now are the same wages that prevailed 20 years ago?—Yes, at least 20 years ago.

22,940. With regard to apprentices I understood you to say that there is a larger proportion of boys now introduced into the trade than was formerly the custom?—Yes, there are more boys employed than there were when I was serving my apprenticeship.

Mr. *Dale.*

22,941. More boys relative to the number of journeymen?—Yes, far more.

Mr. *Tom Mann.*

22,942. And that is an evil from your point of view. You are complaining of that, I think?—We are complaining of that.

22,943. Are we to gather from that that the Trade Union that you are representing has not been able to regulate the number of boys that shall be admitted to the trade, or have they not attempted to do it?—We have attempted to do it. In the report which I have prepared there are one or two instances where it has resulted in a strike. We have attempted to do it, but we have not been successful so far as to absolutely control them. We have prevailed on many employers by waiting on them and drawing their attention to it. I might say that some of the employers, when their attention has been drawn to it, have agreed not to employ so many boys Of course I do not want to speak against technical education, but we find that from technical schools and from the boys' institutes and those places, there is a preponderance of lads drafted into our trade more than into any other.

22,944. Can you account for that?—Only that it has an attraction for the majority of boys if they can make a little machine or do a little bit of mechanical work, and that is the way they get into it, I think. It is more attractive to them in the development of their skill and mental abilities. It opens out a greater field than some other classes of employment for their abilities being displayed.

22,945. Does that act detrimentally upon the members?—It does so far as this, that the employers employ many of these young boys as general apprentices, especially in seaport towns. They are taken on with a view of developing into sea-going engineers. The parents pay premiums for them, and, of course, the employers encourage the system, and are always anxious to get a boy that they can receive a premium with.

22,946. How is it that in some cases there has been an effort to regulate the number at one to four, and again I understood you to say that you thought it desirable it should be fixed at the rate of one to three?—We think that is low enough.

22,947. One to three?—Yes.

22,948. What principle guides you in that?—We have no fixed principle. In fact I have not gone into the matter from a scientific point of view as to what result it would have upon the trade, taking the deaths and so on that occur in the trade. But we think it would be a mild corrective to the excess of the men in the trade if we could establish a lower number. It is only an experiment, so far as that goes. We have no absolute facts to work upon.

22,949. Is the tendency to introduce a larger proportion of boys on the increase?—Yes, undoubtedly.

22,950. How, then, do you hope to cope with it in the future?—By naturally restricting it when possible.

22,951. When possible?—Yes.

22,952. But if you have already made efforts as a society, and have failed, and the tendency is stronger now to increase the number of boys

Mr. *Tom Mann*—continued.

fund, and we find that the number that are going on to the superannuation fund, although we have extended the age at which they become entitled to it, is getting more and more every year. That is a very clear indication that there are too many men in the trade.

22,974. Due also, I presume, to the intense method in which they are kept to their work, which you have already mentioned?—Yes.

22,975. Will you deal more particularly with the superannuation benefit. What is the amount, and under what conditions are the members entitled to it?—Rule 26 says: "Superannuation. Any member 55 years of age, "who has been 25 years successively in the "Society, who is not out of benefit through "arrears, and who through old age or infirmity "is unable to obtain the ordinary rate of wages, "and applies for superannuation benefit, shall "state his case to a summoned meeting of his "branch. Should that meeting be satisfied "with the validity of his claim, they shall fur-"nish all evidence to the local council, who "shall have power to grant the sum of 7*s.* per "week; or, if 30 years a member, 8*s.* per "week; if 35 years a member, 9*s.* per week; "and, if 40 years or upwards, 10*s.* per week."

22,976. That is the principle which is being acted upon now?—Yes, that is the present rule.

22,977. What does that benefit cost its members per week?—The superannuation benefit costs the Society about 3½*d.* per week per member.

22,978. What other benefits are there. There is a sick benefit, I think?—Yes.

22,979. What is the amount?—On the first of this month of June we were expending 637*l.* 5*s.* per week on an average in sick benefit, or 2½*d.* per week a paying member weekly, and for superannuation, 3½*d.*

22,980. 2½*d.* for sick, and 3½*d.* for superannuation?—Yes.

22,981. You have given us the conditions under which a member becomes entitled to the superannuation benefit. Will you now give us the conditions under which he becomes entitled to the sick benefit, and how long it lasts, and what the amount is?—He can claim sick benefit as soon as he becomes a free member.

22,982. How long does it take him to become a free member?—12 months. After being in the Society 12 months, and not in arrears, if he requires it, he is entitled to 10*s.* per week sick benefit.

22,983. For how long 10*s.*?—10*s.* for 26 weeks, and 5*s.* for an indefinite period; as long as he remains sick, if it is all his life.

22,984. The donation benefit is out-of-work benefit, is it not?—Yes.

22,985. What is that?—10*s.* per week for 14 weeks, 7*s.* per week for 30 weeks, and 6*s.* per week for the remainder of the time the member is out of work.

22,986. Is there also an accident benefit?—Yes.

22,987. What is that benefit?—100*l.* to a member who has been in the Society for 10 years, 50*l.* if he has not been in the Society 10 years.

22,988. What class of accident would entitle a member to that benefit. Is it disablement?—Disablement.

22,989. Preventing him working at the trade?—Preventing him working at the trade, through imperfect vision, or meeting with some accident at his employment or otherwise, epilepsy, apoplexy, and paralysis.

22,990. Is there also a funeral benefit?—Yes, 12*l.* a member.

22,991. 12*l.* at death?—Yes.

22,992. Are all those benefits paid out of the contribution?—All those benefits are paid out of the contribution.

22,993. What is the contribution?—The normal contributions are 1*s.* per week.

22,994. Is it often something other than normal?—At present it is; not often, but during the past 15 years it has been increased.

22,995. What is it at present?—1*s.* 6*d.* It has advanced 50 per cent.

22,996. When you spoke of that contingent benefit to which you referred this morning, is that provided out of the contributions?—No, it it is provided by a special levy on the members.

22,997. By a special levy for a contingent fund?—Yes, likewise the assistance of our own trade. That is, by special levy.

22,998. That is an additional special levy?—That is an additional special levy.

22,999. The contingent benefit, you stated this morning, paid, in addition to the 10*s.* donation or out-of-work benefit, another 5*s.* from the contingent fund?—Yes.

23,000. Which, you now say, is specially provided, not out of the contributions, but by special levy?—By special levy.

23,001. You also provide for assistance to your own trade?—Yes, to our own trade and other trades. Our own trade is what I have alluded to this morning.

23,002. Will you tell us what that means?—If a dispute occurs in any district, and there is a sign that it is going to be prolonged, or there is a need for furnishing more money than can be acquired by voluntary subscriptions, then the council will put it to the votes of the members as to whether they are willing to pay a levy of, say, 6*d.* per member. Generally, they vote in accordance with the request, and thereby raise a sum of 1,500*l.* or 1,700*l.* at a time. That is then distributed in grants to localities where disputes may take place, to provide some sustenance money for the non-society men.

23,003. For the non-society men?—For the non-society men, as a rule.

23,004. Is that a feature of the Union? Does it usually render assistance of that nature to non-society men in case of disputes?—Yes, as a rule.

23,005. From funds that they specially levy upon their own members?—Yes.

23,006. Are there any other benefits provided anything in the shape of a benevolent fund?—There is a benevolent fund.

Mr. *Tom Mann*—continued.

pressed themselves concerning this question of reduced hours of labour, and the method by which they would obtain it. Are you prepared to state whether a vote of the members has been taken as to the desirability of reducing the working hours from what they now are to an eight hours' day ?—Yes, a vote has been taken.

23,029. What was the result of the vote ?—I have the remarks issued by our Society in the abstract report of April 1891, in which there are certain comments upon the vote which had been taken upon the question of the eight hours' working day.

23,030. Will you give us the result ?

Mr. *Dale.*

Give us first the specific question that was voted upon. Are you in favour of what ?—

The Witness.

"Are you in favour of an eight hours' day ?" That is one question. It was put in four forms. "Are you in favour of a "maximum of 48 hours per week ?" "Are you "in favour of obtaining the same by legislative "enactment, with penalties attached for the "violation of the Act ?" "Are you in favour "of obtaining the same by voluntary and trade "union effort ?" There are four ways in which the question was put before the members.

Mr. *Tom Mann.*

23,031. Give us the replies to each, the figures ?—8,149 voted in favour of an eight hours' day ; 1,295 voted against it. 8,007 voted in favour of a maximum 48 hours a week, and 1,118 voted against that. 3,275 voted in favour of such being obtained by legislative enactment, and 4,901 voted against it. 6,546 voted in favour of such being obtained by voluntary and trade union effort, and 1,251 voted against that.

23,032. So that, roundly, seven to one voted in favour of an eight hours' day, or 48 hour working week ?—Yes.

23,033. And two to one voted in favour of obtaining it by trade union or voluntary effort, as distinguished from legislative enactment ?—Yes.

23,034. When was that vote taken. Was it in April 1891, do you know ?—Yes, that was about the time. It was the commencement of 1891. It was in April.

23,035. A little more than a year ago ?—It was about April that it was voted upon, I remember.

23,036. Are you of opinion that that fairly represents the opinion of members now ?—No, I do not think it does.

23,037. In what direction is the change taking place, so far as you are familiar with it ?—If it is going in any direction, I should think it would be in favour of legislative action. But it was not a very large proportion of the members who voted upon the question at all.

23,038. Very small ?—About 10,000 I think, speaking in round numbers.

23,039. About 10,000 voted out of 66,000 ?—Yes, about 65,000 or 64,000.

Mr. *Tom Mann*—continued.

23,040. How would you account for that small number voting ?—The majority of them did not think the time was opportune, and they were under an impression that if they gave their vote in favour of an eight hours' day being established, it would at once lead to action being taken, but that was a misapprehension on their part, I believe. I do not think the Society had any intention of forcing the matter at present. It was only to ascertain the members' opinion on the question. The reason given in the replies from the branches that they have voted sometimes adversely and sometimes not voted at all, is simply because they did not think the present time opportune. They held the opinion of many that our members had not been properly educated up to it, and they wished to see the overtime more curtailed than it was before action was taken to enforce a legal eight hours.

23,041. The present time then spoken of meaning the beginning of 1891 ?—The beginning of 1891.

23,042. Since that time, has action been taken by the Society in different districts to reduce the amount of overtime ?—Yes.

23,043. Successfully ?—Yes.

23,044. Could you mention the district ?—That was about the time when the agitation commenced on the north-east coast, or rather prior to that. These restrictions of overtime have been gained during the past two years, and now there is one special feature, that when an employer gives a notice of a reduction of wages, or tries to enforce a reduction of wages because trade is bad, we stop the overtime if possible. We do not consider it consistent.

23,045. So that overtime prevails to a less extent now than a few years ago ?—At present it does, I believe.

23,046. Have you any strong conviction yourself as to whether it would be to our advantage, or otherwise, if the hours of labour were reduced to eight a day, assuming it were possible by some means ?—I do not think myself that the time is opportune at present. In fact, I do not think it can be done at present without paralysing the trade. As I said this morning, it would be too big a jump from the present condition of affairs, to enforce a legal eight hours' day.

23,047. This morning I think you stated that was so because in some cases they were working 12 hours and even as high as 14 hours a day ?—Yes.

23,048. That is still so, is it not, in the engineering trade ?—Yes.

23,049. When you said it would paralyse the trade, do you mean that it would affect it adversely from an international point of view ?—Yes, from an international and financial point of view, in competition.

23,050. In what departments in the engineering trade do we suffer from international competition, or should we be likely to suffer from the international competition you have referred to ? Would it be in the making of locomotives ?—Yes, I think so, and also in textile machinery.

Mr. *Tom Mann*—continued.

23,051. What countries do you think would compete severely?—I would not like to say, not having the statistics at hand as regards the exports from other countries, or the amount of trade that they have obtained with us as regards foreign orders.

23,052. Do you know of any lines that import foreign-made locomotives?—On the Continent?

23,053. Yes; from any country outside England. Does any country import locomotives into this country?—No. I have no knowledge of any locomotives being imported into England.

23,054. It is the foreign markets that you fear you might lose?—The foreign markets are closed against us, because we used to make locomotives for the continental governments, but we do not now, not to that extent, not since they have been better able to compete with us.

23,055. And it is in that direction that you think we might lose if we make a sudden jump from the present working hours to a rigid 48 hours per week?—We should stop the export trade. About the character-note system, the inquiry note, I think I made a statement this morning. It has an effect upon the trade. I think there could be some improvement in that direction. We find, so far as our men are concerned, that its effect is most injurious among them as private individuals, that it affects them individually very injuriously. As I have told you this morning with regard to Halifax, there the Employers' Association itself, in its communications to its members, urged upon them to persist in the inquiry note being sustained or pushed, so far as their members were concerned. In other words, it means this, that if a member had been engaged in a trade dispute in any town, they will follow him all over the kingdom to prevent him getting employment, until the man is absolutely starved either out of the trade or out of the country. Now what we object to is not so much the character being given, but the manner in which it is done. This is done behind the men's backs. It is done in a confidential manner, that is to say, the man has never any knowledge of what is being said about him, and I think myself that the French system is preferable to that. If a character has to be given to a man, or is necessary, it shall be given to him himself, so that he sees what the employer says about him. I believe it is a penal offence in France for an employer to give any character about a workman who has left his employment, other than what is given to him in his pass book. It is not the giving of the character particularly that we object to, but the manner in which it is done, the way in which a man is stabbed behind his back.

Mr. *Dale.*

23,056. Is there a form in general use?—They have a form. I have not got it with me. But the questions which they ask are of such a nature that it prevents a man getting employment when he comes to any other town. In fact, he is a marked man for life in some instances.

Mr. *Dale*—continued.

23,057. It is a pity you have not got the form, because then that would bring home to us specifically what it is that such a form contains. There is a printed form in common use?—Yes, a printed form in common use. There are about 13 questions on it. Some of them I could give from memory. I have not got one with me. (*See Appendix* 48.) Amongst others it is asked, "What "rate of wages did you pay him; what was he "discharged for; what was his general conduct." I think one question is put in a manner to ascertain as to whether he has taken part in any trade dispute, or is one of those persons who are likely to cause an agitation, and it is the way in which the questions are worded, and the answers given, which, of course, gives the employers the knowledge, and which causes him, in many instances that have come under my own observation, to dismiss the man irrespective of his abilities and workmanship, for the simple reason that in some other town, 100 or 200 miles away, he has along with his fellow workmen taken part in a dispute, and they follow him and prevent him getting employment wherever he may go.

23,058. Then the two objections you take are to the nature of one or two of the questions, more particularly the one which you have last quoted, about his having taken part in trade disputes or being likely to cause agitation?—That is one objection.

23,059. And the other objection is that even those questions, which you think might be quite legitimate, had better be answered in an open manner within the man's knowledge?—Yes. He has no means of redress, you see, and he is ignorant of what has been said about him. He has no means of rebutting it. It might be true and it might not be true, and that is one of the evils under which we have to exist.

23,060. How are these character notes put into circulation?—Through the Employers' Association. It is only the members of the Employers' Association who use them.

23,061. Do you mean that if a man were to apply for work at an engineering establishment and such a man was wanted, he would be told to call again in a few days?—Yes.

23,062. And in the meanwhile would application be made to his late employer, whose name and address would have been ascertained from him?—In some instances he would be told to call in two or three days. In other instances he is given employment, and at the expiration of, perhaps, two or three days, time enough for a letter to go backwards and forwards through the post, he is dismissed without any reason being given. He is not told what he has been dismissed for, but we know, and he knows, especially when it is done rapidly, shop after shop where he may go, what is the cause. He attributes it to that, and we know it is so.

Mr. *Gerald Balfour.*

23,063. Do you think it would be possible to prevent employers from asking and receiving

Mr. *Gerald Balfour*—continued.

from each other confidential information about workmen ?—If it is possible in one country it is possible in another. I think I am right in asserting that in France it is an offence against the law for an employer to send a communication of that character respecting a workman.

Mr. *Gerald Balfour*—continued.

23,064. How could the offence be discovered ?—That is difficult.

Mr. *Austin.*

23,065. The witness may forward one of these inquiry notes tc the Commission ?—Yes. (*See Appendix* 48.)

The witness withdrew.

Mr. WILLIAM GLENNIE called and examined.

Mr. *Dale.*

23,066. You are the secretary of the Tyneside District of the Amalgamated Society of Engineers ?—Yes.

23,067. But, unlike the previous witness, you do not give your whole time to the affairs of the Society ?—I am working at my trade.

23,068. You have heard the evidence given by Mr. Whittaker upon the subject of overtime by men and apprentices, but you desire to add something to what he has said ?—Yes.

23,069. What do you desire to say on that subject ?—I may say that in the district I represent it has been a standing grievance with us for many years for this reason, that we consider the working of systematic overtime very demoralising to the individual workman, and we considered it was unnecessary. For a number of years an agitation was continued among the members individually in that particular district for its abolition. It was brought to a head in 1890 by communications being opened up with the Iron Trade Employers' Association, asking for its abolition. After some correspondence they made a proposal. They agreed with us that systematic overtime was to a certain extent unnecessary, and an evil which they would be willing to co-operate with us in doing away with as far as possible, but they insisted that a certain amount of overtime was absolutely necessary, and in that we agreed, but the difficulty was to decide and determine what was necessary overtime and what was not necessary overtime, and they made an offer to us that they would restrict the overtime on new work to this extent, that the total time worked by any one firm in one week should be the total time, plus 10 per cent., that the overtime should be limited to the 10 per cent., or if any individual workman had lost any time that should be made up in overtime. This we considered was merely an evasion of the real question at issue, and would only tend to complicate matters, and we refused it point blank. Then, as we found they were unwilling to give way to any further extent we were compelled to put some pressure upon them by stopping overtime completely. We did so, and they retaliated by discharging men who refused to work overtime, in certain instances, and by employing boys in a large number of shops, engaging a larger number of apprentices than before, and by discharging the men. The boys were compelled to work overtime and night-shift, and on complaint being made to them they declined

Mr. *Dale*—continued.

to alter the system, and the result was a strike. I then communicated with the factory inspector with regard to lads under 18 working overtime and night-shift, but nothing came of it He gave me to understand that he had visited the factories, and he thought that it would not occur again. But it did occur again and is continuing up to the present time. In fact, instances have occurred, and have been brought within my knowledge, where they have shifted their apprentices out of one shop into another to evade the inspector when he came into the place, and we have repeatedly sent word to the inspector of instances where lads were working the night-shift and overtime, and he has never turned up. When complaint was made to him about it he stated that the district which he had to superintend or inspect was too large for him to attend to in the manner that we wished. He gave us to understand that it extended from Newcastle to York, and, as there are at least 200 engineers' shops in that district (putting it at the lowest estimate) it was obvious to us that it was impossible for him to inspect the workshops adequately, and practically his inspectorship was no check whatever upon this particular evil of making the lads work overtime and night-shift. Two lads, of course, of a certain age, are equal to a certain extent to one man's work, and the difference in wages is extremely great, and consequently it is a great inducement to the employer to substitute lads for men. But the work is of course of an inferior quality. That is invariably the rule. Then the employers also have a system of forcing the lads to work to the utmost extent in their power by a system of piece-work under which they give them 50 per cent. over and above their nominal wage. If they have 4*s.* per week these lads will thus make about 6*s.* per week by working on a system of piece-work, that is making them work all they possibly can. When the men went out on strike at one of the firms I have referred to against the substitution of boy labour for theirs, the employers turned round and locked out the whole of our members on the Tyne and Wear. They specially singled out the members of the Amalgamated Society of Engineers for discharging weekly at the rate of 25 per cent.

23,070. What date are you speaking of ?—I am speaking of 1891 now. The agitation began practically in 1890, but it came to a head in 1891, when they gave notice to the first 25 per cent. The remaining 75 per cent. of our members

Mr. *Dale*—continued.

settlement of the dispute in Messrs. Palmer's yard.

23,089. Did the dispute in Palmer's yard arise from the Amalgamated Society of Engineers considering that the interpretation that was being put by Palmer's managers upon the agreement that was come to at Hebburn was not a correct interpretation?—Yes. The lock-out was settled by agreeing to refer the apportionment of work to a conference to be composed of equal numbers of representatives from the three parties, the employers, the plumbers, and the engineers. They, however, failed to agree, owing principally to the want of an independent chairman. I might say that, from the beginning of the conference to the end of the conference the plumbers took advantage of the position they found themselves in. They found their interests and the interests of the employers to correspond, and the result was that the engineers were constantly in a minority through the want of an independent chairman, and the conference broke up without coming to a definite understanding; and the plumbers and the employers remained and issued what they called an apportionment of work, and attempted to put it into force in Messrs. Palmer's yard, with the result that another strike took place at the beginning of this year.

23,090. Do you mean a general one on the Tyne?—No; a strike in this particular yard. This was followed by a general lock-out, as before, by the employers, of the members of the Amalgamated Society of Engineers, and, after 13 weeks' lock-out, it was settled by an agreement to refer the matter in dispute to an arbitrator, and Mr. Chitty, Q.C., was appointed arbitrator. Mr. Chitty sat and heard evidence last Friday and Saturday, but, of course, the matter is still under consideration.

23,091. The work was resumed pending the result of his inquiry?—Yes, pending his decision.

23,092. Then is the question before him as to the interpretation of the Hebburn agreement?—No. The question that he is to decide is whether the list or apportionment of work published by the employers and the plumbers is valid and made in accordance with the terms of reference.

23,093. Have you got the document empowering Mr. Chitty to act?—I have not the original, but I have a printed copy of it.

23,094. A print will do perfectly well?—I will read it out. "Constitution of the court of "arbitration: The three parties shall appoint "an umpire, who is to be a barrister of position "and whose decision shall be final. Each party "shall then appoint two of their members to give "evidence for the party they represent, two to "represent and give evidence for the engineers, "two for the plumbers, and two for the em-"ployers. The umpire is to decide whether the "award of the conference is valid according to "the constitution and rules of procedure of "the conference."

23,095. He is to decide whether the award that was given by that conference, which consisted of the three interests—the employers, the amalgamated society, and the plumbers—was a good award?—Yes.

23,096. The award being made by the employers and the plumbers unitedly, and dissented from by the Amalgamated Society of Engineers?—Yes, he is to decide whether or not that award is binding upon the engineers.

23,097. And that is how the matter now stands?—Yes.

23,098. Should he decide that the award of that conference was a good award, then, of course, such award would be acted upon?—It is acted upon just now.

23,099. It is meanwhile being acted upon?—It is being acted upon at present.

23,100. I think you wish to speak about the general settlement of disputes?—Yes. From my experience in dealing with the Employers' Association, I prefer meeting them across the table under the presidency of an independent chairman. I have felt the necessity for that on many occasions, owing to the fact that usually the employers' chairman takes the position of chairman, and he naturally rules us out of order from a natural bias; and we prefer a disinterested party in the chair in order to get fair play.

23,101. It is not that the employers' chairman has a casting vote?—No.

23,102. But that he has a certain voice in the proceedings as chairman?—Yes; that is practically the cause of the late dispute on the Tyneside—the want of an independent chairman to preside over our deliberations. I may say that wherever I have had any experience of it I have found an independent chairman to ensure impartiality, and the result was a satisfactory settlement so far as we were concerned as workmen.

23,103. Would you give such a chairman a casting vote?—Yes, I would be quite willing to do so provided he was thoroughly impartial.

23,104. Is it for the purpose of obtaining such a casting vote for a settlement that you would prefer an independent chairman, or is it more for the purpose of impartially conducting the proceedings?—It is principally to ensure impartiality in conducting the proceedings. I do not think it is necessary that there should be any voting at all on these boards of conciliation. It is quite possible to come to a mutual agreement by means of argument and reason. It is simply to have some check on unreasonable action on the part of the employers.

23,105. Still you would contemplate it as possible, if not probable, that two parties, with every desire each to state his own case fairly, and presided over by an outside chairman in the conduct of the discussion, might disagree?—I have never found a deadlock of that description where there was an independent chairman. He is generally able to bring pressure to bear upon the parties quite sufficient to enable them to come to an understanding, where there was a desire for a settlement.

23,106. Do you think that ability to put pressure upon them would spring from his having

Mr. *Dale*—continued.

the right to give a determining or casting vote if necessary?—No; it is simply the feeling that he is in an impartial position to judge whether we are acting reasonably or otherwise.

23,107. You think conciliation and an independent chairman is better than arbitration under an umpire?—I do not think that the results of arbitration would be satisfactory.

23,108. At the same time, that is what you have had to resort to just now?—Yes, but under pressure.

23,109. Then your experience has brought you to the conclusion that, so far as your own trade is concerned, the most likely mode of promoting good relationships and avoiding strikes would be that which you have just described?—No, not for the avoidance of disputes, but for the settlement of disputes.

23,110. At any rate, the avoidance of any suspension of work consequent on disputes?—Yes.

23,111. You wish to say something about prevention of disputes as distinguished from the settlement of them?—Yes. Of course, I can only speak generally in this matter; but, before proceeding to that point, I may say that we drew up some time ago a form of conciliation board, which perhaps you might like to have an outline of.

23,112. Certainly.—We intended to propose it to the employers, but unfortunately our members could not see their way clear to agree to it at the time; but the officers of the district and the committee were of opinion that it was the best form that could be adopted for a conciliation board.

23,113. Let us hear it.—The first section was, "The board may at all times adjust by conciliatory means——"

23,114. Will you first give us the constitution of the board? I presume it would consist of an equal number of employers and of employed?—The constitution of the board is provided for later. "The board may at all times adjust by "conciliatory means all general questions that "may from time to time arise and be referred to "by either employers or workmen, and, pending "a settlement of any question by the board, "there shall be no stoppage of work, and the "wages, piece-rates, hours of work, or over-"time shall, until settlement, remain as when "notice given. (2.) The conciliation board shall "consist of one general board. (3.) No chair-"man shall have a casting vote. The general "board shall consist of 12 representatives from "the workmen and a number of employers "equal to the total number of workmen's repre-"sentatives, with the secretary of the employers "and one for the workmen. No secretary, un-"less a duly appointed representative, shall vote "or take part in the discussion." That is the general idea of the court of conciliation that we are in favour of. (*Rules handed in.*)

23,115. I do not notice any provision for an outside or independent chairman?—No, not in that. What I have said as to an independent chairman is the result of my own experience. This was drawn up a number of years ago, and I still adhere to the form that is laid down there, but with the addition of an independent chairman. I feel that it is necessary to insist upon that.

Mr. *Dale*—continued.

23,116. What do you wish to say about the prevention of disputes?—The only way that I can see to prevent disputes to a large extent is to give each individual workman a personal interest in the work he is engaged upon.

23,117. Would you explain that a little further?—I mean in the shape of giving him a share in the works in which he is engaged. I think it ought to be imperative that each workman being employed should be employed on the condition that he pays so much towards a share in the business that he is engaged in, and that he shall receive a share in the nett profits on the amount of shares that he has in a particular concern. I am quite satisfied by experience as a working-man that there is no other form which will totally prevent, or go to any length in preventing disputes and in providing for a workman's future. I think it is the only way in which to solve the question of the day—how to provide for a superannuation or pension for the workman, and also to abolish disputes.

23,118. I see in your proof you describe it as prevention of disputes by an Act of Parliament providing for the introduction of co-operation into all manufactures and industries, and the gradual absorption of the non-producing shareholder by the working or producing shareholder?—Yes; in limited liability companies the shares, of course, are already in existence; and my idea is that when the aggregate amount of subscription by a workman reaches, say, 100*l.*, there shall be 100*l.* taken from the shares of the shareholders and allotted to the workmen at par.

23,119. Allotted to the individual workman?—Yes, in accordance with the amount he had subscribed; but in the event of the subscriptions amounting to 100*l.* in that particular works, that would mean 100*l.* worth of shares taken from the shareholders and allotted to the workmen. The result would be that gradually—very slowly, I admit—the workmen would replace the original shareholders, because they would be paid the value of their shares. The result would be, of course, that when the workman was no longer able to work through old age, he would have a certain amount of money to fall back upon, and, all the time he was working he would have a direct and personal interest in the work that he was engaged upon. Of course, the holding of shares in the works would convey with it a right to the election of directors, and all the usual privileges of shareholders.

23,120. If the concern was not paying a dividend what influence would that have?—The workman would certainly have to suffer along with the other shareholders, but he would have the right, of course, to find fault at the meetings of the shareholders, just the same as any other shareholder.

Mr. *Dale*—continued.

23,121. I was not thinking of what influence it would have upon the workman who had already become a shareholder, but rather of the case of a man who had applied for work at that establishment when it was known that the firm had perhaps not been paying dividends for a year or two; would he be likely to consent to have a deduction made from his wages for the purpose of investment at par in the shares?—Under the conditions I have named, I do not think it is possible that many firms in the country would not pay dividends, because I have in my mind's eye at the present time a very large engineering firm whose shares are quoted at 50 per cent. less than their value at par, and I know the reason why this firm is in difficulties. But as a workman and a shareholder in that firm, I would certainly have taken measures long ago to prevent the firm getting into such a state.

23,122. Meanwhile, if your proposal were carried out, I suppose the ordinary trade wages would be paid and the ordinary trade hours worked?—Yes.

23,123. Your suggestion would not influence that at all?—No, not in the least. I may say that I attribute the difficulties in which numbers of firms find themselves to bad management, and also to the large number of pensioners in the shape of relations of the directors and shareholders who obtain sinecures in the large workshops. The result is, of course, that the workman has to work hard, and there is no result shown.

23,124. The views which you have just expressed are perhaps your own personal views rather than those of any body whom you represent?—I have spoken to and consulted with many of my fellow-workmen on the subject. I may say that co-operation and profit-sharing are very popular in the district I come from; and I may say that the idea of profit-sharing is one that has been approved of by individual employers in the district as well. I may say that one employer at the present time has already given the eight hours' day to his workmen in Sunderland, and he now proposes to give them a share in the place. He is at present considering a profit-sharing scheme. As a matter of fact he can turn out work in half the time that it takes other places to turn it out under the conditions that he has introduced in his workshops by making his workmen practical partners in the concern.

23,125. The principle of profit-sharing has not yet come into operation in Sunderland?—But the conditions that he has already introduced have already had the effect I have stated. He has given them the eight hours' day, and the result is that he turns out the work in about half the time that it takes in other places to do the same work.

23,126. The profit-sharing scheme is under consideration?—Under consideration.

23,127. That is Mr. Allan's, is it?—Yes, Mr. Allan's.

Mr. *Dale*—continued.

23,128. Have there been co-operative engineering works at Newcastle?—Yes.

23,129. Did they succeed?—No, through the hostility of the employers. They adopted various devices to render it a failure, and it was badly managed as well. There were men at the head of affairs who were not practical men, clergymen and such like, men who had no particular knowledge of engineering. I am in favour of engineers starting co-operative engineering works.

23,130. That was the Ouseburn Works?—Yes. I am in favour of starting co-operative engineering concerns with the use of the accumulated capital of our Society; but that plan has two drawbacks: one is that in the event of a great dispute with the employers our capital would be locked up and not readily accessible, and the other is that we should be intensifying the competition that already exists.

23,131. You are speaking now of a co-operative engineering works, not of what you were describing a moment or two ago, but of one where the capital has been found from the accumulated funds of some great society like your own?—Yes, and I say one disadvantage is that the funds so lent, as it were, from the trade union would be locked up. It would be impossible to realise them on an emergency. It would, however, be quite possible to make them successful, but for the drawbacks I have mentioned.

23,132. I see you desire to say something about the sanitary condition of workshops?—I am afraid I cannot add anything to what Mr. Whittaker has said.

23,133. You have heard the evidence given by Mr. Whittaker on that subject?—Yes; the only thing is that I can corroborate what he says from my own district. So far as the factory inspector is concerned, we have never communicated with him; but the sanitary arrangements are of this nature, that the ventilation is utterly unattended to, and I have known a case of this kind where a shop has been for at least seven years to my knowledge without once receiving a coat of whitewash, and men have worked night and day continuously for at least seven years in that particular workshop, until chest diseases and complaints of various kinds broke out among the workmen.

23,134. From what has been stated this morning, it would appear that the local sanitary authority has control?—If it has control, it is practically *non est* so far as we are concerned.

23,135. Still it would be competent for you to call its action into existence?—Yes; but the character note would pursue the workman who dared to make a complaint. I mean the inquiry-note.

23,136. I should not be disposed to consider that the only mode in which you could bring it under the notice of the sanitary authority would be one which entailed those consequences, or even the risk of entailing them?—Yes, it would; the danger is just there.

Mr. *Gerald Balfour*—continued.

sonal interest in it whatever, and his work is not so well done, nor is there the same quantity turned out that there would be under conditions where he was personally interested. The employers attempt to remedy that by the introduction of a task-master, whose duty is to flog the men up to the highest pitch. But the men simply adopt other methods to evade his whip. The result is simply irritation and bad feeling between the employers and the men, and there is no more work turned out than before, because the workman, as a rule, knows his trade sufficiently well to be able to evade the taskmaster.

23,158. In answer to the Chairman, I think, you went somewhat beyond a general expression in favour of the principle of profit-sharing, did you not?—Yes, I did. I think I stated that I was in favour of parliamentary interference, in accordance with that statement of mine; but it is such a large subject that, of course, it would require special consideration—the working out of the details.

23,159. You do not feel at all tied to any particular suggestion?—No; I am not at all tied. It is just a general idea.

23,160. I would like to ask you this question, however. Is it part of your idea to propose that the participation of the workman in a share in the concern should be compulsory?—Yes.

23,161. That is to say, you would have Parliament pass a law, that every workman should possess a share in the concern in which he works?—Yes.

23,162. How would the share be provided—out of his wages?—Yes; so much a week.

23,163. But in the case of a concern which was not paying, surely the workman would not be well-contented to see his wages going to purchase at par a share which was worth very much less than par?—Under these conditions a workman would not work in a place that was not paying.

23,164. Would not the result of that be to close every place that was not paying?—Yes.

23,165. Would not that be a serious step to take?—No; I think that would be a good thing for the State.

23,166. Would it not throw a large number of men out of employment?—No, I do not think it would; not under the conditions I have mentioned. They would be very rapidly absorbed by the other places that were paying. It would be better for all parties. Firms that do not pay are, as a rule, under-cutting firms—practically sweating firms, according to my experience; and they will go the length of under-estimating by many thousands of pounds, as against other firms, for the sake of getting work. They will do the work at less for the sake of getting it, and then they very often cause a strike among the workmen, or endeavour to foment a disturbance among the workmen, and bring about a strike, in order to be able to put down the cause of the loss to a dispute among the workmen.

23,167. Would you propose to extend this scheme of yours to every industry in the country?—Yes.

23,168. How about new concerns?—They would just come under the same category. There are plenty of new limited liability companies who have already extended the privilege to their workmen of allowing them to become shareholders.

23,169. Would they, in the first instance, easily get workmen to invest in a concern, the issue of which, at the beginning, was uncertain?—The number of workmen who would invest at first would be very trifling, and it would be worth his while to invest on this principle—that if it was worth the while of the large capitalist to invest, surely it would be worth his while, as a very small capitalist, to risk a little for the sake of bettering himself.

23,170. You are aware, I suppose, that a very large amount of capital is invested in this country which never pays at all?—Then it should not be invested.

23,171. Could you suggest any method by which to prevent that without seriously checking enterprise?—I do not understand you in relation to the particular question that we are considering.

23,172. I mean, if a capitalist were to start a new concern, and the workmen who were employed by him were compelled to invest a part of their wages in that concern, he would probably have to pay, in the first instance, much higher wages to his workmen?—Probably.

23,173. Because the issue of the concern was uncertain?—Yes.

23,174. That would check enterprise, would it not?—Not necessarily. He would simply quote his prices a bit higher.

23,175. Do you think you can always put the extra burden on to the back of the consumer?—It is all put on to the back of the consumer as it is.

23,176. Then you do not agree with the statement made by Mr. Whittaker that it was the consumer who had gained during the last 10 or 20 years?—I am not responsible for Mr. Whittaker's personal opinions.

23,177. I was only asking you whether you agreed with that opinion or not?—Of course, my opinions do not coincide on every point with Mr. Whittaker's.

23,178. Does it coincide on that point?—Would you mind specifying the point?

23,179. Mr. Whittaker stated to us that during the last 10 or 20 years wages have not increased, while a very much larger amount of work has been put out in proportion to the number of men employed. The gain must go somewhere—either to the employer, the workman, or the consumer?—Mr. Whittaker was speaking of a limited district only—he was speaking of Manchester. Wages have increased in other districts. They have increased in the Tyne district from 26*s.* to 35*s.* per week in the last 25 years.

23,180. You remember what it was that made me ask this question. It was your general statement that the extra burden was invariably put upon the back of the consumer?—I did not

Mr. *Tom Mann*—continued.

23,205. Is discontent so rife?—Yes.

23,206. And is it likely to remain so?—And will increase and has been increasing.

23,207. Is it mainly due to the relatively low rate of wages, or bad conditions in other directions?—Bad conditions generally.

23,208. Would you seriously say that they are so bad that they could not be got over by means of a federation which you have expressed approval of, and then something in the nature of a joint arrangement between that federation and the representatives of the Employers' Association?—No, the conditions that I refer to affect individual workmen.

23,209. They affect individual workmen?—Yes.

23,210. Specify the nature of the grievances?—The task-master I have referred to is one; the tyranny of the foreman and the general rules of particular establishments and the conditions which one labours under, and then there is what I have mentioned as the monotonous nature of his toil in consequence of it being of an impersonal nature.

23,211. About what proportion of the total number of workmen in the Tyneside district, say in the shipbuilding and engineering trades, would be organised?—At the present time?

23,212. Yes?—90 per cent.

23,213. You have expressed approval of the sectional trades again federating in order to take common action, and I think you have also expressed approval of a board of conciliation, would not that be likely to result in a very short period in this, that the federation coming off successfully would open negotiations between the federation and the Employers' Association, would result in mitigating the disputes rather than increasing them?—The federation cannot be successful except under favourable conditions. These conditions only exist when trade is good, and therefore to that extent I could not say whether federation would be likely to succeed in limiting the number of disputes till successful, and that would involve a struggle with the employers, which I am afraid would be a very big one unless every condition was favourable to the workmen.

23,214. Then do you personally look forward to a succession of disputes breaking out sometimes in one trade and sometimes in another?—Yes.

23,215. You see no ready means available of avoiding that?—No.

23,216. And from your knowledge of other districts, would you say that the north-east coast is adversely situated?—No, the individual conditions of the workmen are not any worse than in other districts. I speak comparatively of course. In certain conditions it is worse, and in others it is not. The only reason why disputes are more frequent in that district than in others, I think, is simply that the men are organised and they give expression to their dissatisfaction through and by disputes.

23,217. The men are more effectively organised?—That is so.

Mr. *Tom Mann*—continued.

23,218. And therefore they are more capable of voicing their own discontent and taking organised action unless their grievances are listened to?—Yes.

23,219. But is not it in accordance with your experience that the more effective the organisation the more rational are the men?—No, not necessarily.

23,220. You would not say that the reverse prevails, would you?—No, I would not say that the reverse prevails, but I do not find that they are particularly reasonable in their disputes. I speak feelingly.

23,221. Then you think it is rather a rough look-out anyhow?—Yes.

23,222. And you do not hope for much from a board of conciliation as yet?—Simply the quick settlement of a dispute when it does occur.

23,223. That is with a view to settling disputes when they occur?—Yes, after they do occur.

23,224. But you would not be hopeful of the formation of a board of conciliation which would prevent them arising?—No, and I have stated the reason for that, that the employers do not believe that the men are in earnest until they go the length of tendering their notices. If the employers were convinced that the men were really in earnest, and were prepared to sacrifice a good deal to attain their object, then a settlement would be practically easy.

23,225. You stated that the wages had gone up in the engineering trade on the north-east coast, or at any rate in Newcastle, from 26*s.* in a period of 25 years?—Yes.

23,226. Have other conditions improved also?—Yes, the hours have been reduced.

23,227. And the systematic overtime to a considerable extent checked?—Yes.

23,228. And as to the sanitary conditions, you agree with what Mr. Whittaker has already stated, that they are bad?—Yes.

23,229. And that an advance of wages has resulted, has it, mainly from organised effort on trade union lines?—In my own personal experience the result of union effort has been an advance of at least 5*s.* per week to the workmen.

23,230. And in spite of having that large proportion that you mentioned, of 90 per cent. of men organised, you still think that you have not developed in that district with regard to the relation between employer and employed sufficiently to warrant the formation of a board of conciliation which would prevent disputes?—I am quite in favour of the formation of conciliation boards, but I do not think that they result in preventing disputes, for this reason that the employers as yet, where we have met them, have devoted their intelligence and their ability to framing agreements which will take away from us with the left hand what they give us with the right hand.

23,231. To what extent has the system of suspension prevailed? Has it been adopted as an equivalent to discharge in order to evade the decisions arrived at on the north-east coast?—I could not enter into figures in the matter.

Mr. *Dale.*

23,261. Then you think there are other trades in which too small a proportion seek employment?—Yes, to a large extent, comparatively speaking, as compared with the engineering trade.

Mr. *Tom Mann.*

23,262. Therefore, if proper regulations with regard to the admission of apprentices in each trade in this country are decided upon, we shall be able to overcome the special difficulties of to-day and make adequate provision for all in this country?—I think that if the individual workman obtained a larger proportion of the profits of his labour, the result would be an increased demand for his productions,

Mr. *Tom Mann*—continued.

and that it will extend over a larger number than is the present population of the country. The difficulty is that the individual workman, who forms the largest proportion of consumers in fact, does not receive a sum sufficient to enable him to supply all his wants. If he had a sum sufficient to enable him to get what he requires, the result would be an enormous increase in the demand for the productions of the country, and the result would be, in my opinion, that for the time being, at least for 50 or 60 years anyhow, putting it mildly, our periods of depression which are the result of over-production would be practically done away with.

The witness withdrew.

Mr. JOHN LINDSAY, Mr. GEORGE CLARKE, and Mr. ROBERT MCDOWELL called and examined.

Mr. *Dale* (to Mr. *Lindsay*).

23,263. You are an ex-president of the Dundee branch or district of the Amalgamated Society of Engineers, are you not?—Yes.

23,264. You are not now an officer, I think?—No.

23,265. But you are a member?—Yes.

23,266. You reside in Dundee?—Yes.

23,267. You have heard the evidence that has been given at considerable length this morning by Mr. Whittaker and by Mr. Glennie?—Quite so.

23,268. It will not be necessary, therefore, for you to go over all the ground that they have traversed, but there are, perhaps, some special points, or some local points, on which you would desire to speak?—Quite so.

23,269. Will you confine yourself to them?—Yes. I quite understand that it is quite unnecessary on my part to speak on what has been stated already. We complain grievously of the systematic overtime at present in some districts. It is in a very acute stage. In some districts we have in fact 10 per cent. of our members going idle, systematic overtime being in force, the threatened penalty being instant dismissal of the whole shop if they refuse to work it.

23,270. Do you mean 10 per cent. idle in that district?—Yes, in part of that district there are 10 per cent. idle, and systematic overtime is wrought to the extent of three nights a week.

23,271. At Dundee?—At Dundee; and on refusing to work they are informed that any man who refuses to do so is to leave the employment.

23,272. How long has overtime to that extent been prevailing, lately?—It has been so more or less all through.

23,273. Do you mean a year or a few months, or what?—A year. But the condition of the employment varies so that when things were busy it would not be so acutely felt as under some other circumstances.

23,274. You are now describing, are you not, an existing state of things in which you say

Mr. *Dale*—continued.

there is a large amount of systematic overtime being worked in the engineering shops at Dundee, concurrently with something like 10 per cent. of the engineers of that district being out of work altogether?—Quite so.

23,275. Is that a state of things which has existed for several months continuously?—No; trade varies. Depression is more extensive now in trade. Systematic overtime has been wrought for years according to the condition in which trade might be, but it is wrought very much by various firms.

23,276. What do you think ought to be done instead of that which is being done?—In the present circumstances there are plenty of men and plenty of room, and they should take on more men and use up the surplus labour.

23,277. Is there plenty of room?—There is plenty of room in the workshops.

23,278. Do you mean in the engineering shops in which this overtime is being worked, that there is bench room and machines, and so on?—Yes, quite so.

23,279. To enable the full amount of work to be done by an additional number of men?—Quite so.

23,280. Would it be by a second shift?—No, but by increasing the appliances as needed.

23,281. But do you say that from your own personal knowledge?—Yes.

23,282. What is the inducement to the employer to pay overtime?—We as a class have always been at a loss to comprehend that; it looks inconsistent; it is not to the advantage of either employers or employed.

23,283. You say that there are empty benches in the shops, and machines not worked at all, do you?—I do not say there may be machines in every case not at work, but at the same time there is plenty of room, and if there are not plenty of machines there is plenty of capital to furnish them with. They are old established firms that I speak of that do that at the present time.

Mr. *Dale*—continued.

then we have to find fault. I have examined some cases myself of very exposed places, out in all weathers, where we have to climb a trap 8 or 10 feet up to get to the place we want to go to. There is plenty of water for flushing, but just a board with no protection, and fancy a blacksmith coming into a place where the seat is covered with snow, sweating out of the smithy and exposed to the rain and wind in all weathers.

23,299. All those questions have to be dealt with, not by legislation, but by taking advantage of the existing legislation, and calling into operation the authorities whose duty it may be and is to see to such things?—Yes, but here is the difficulty. They say, "Well, you do not want "us to make drawing rooms; what does it matter "if a person is exposed, you are all of one sex?" they say. An inspector has expressed himself that way already, and I think the Act is not comprehensive enough. There should be something more rigid laid down to compel employers to provide common decency and shelter, and a division between each individual.

23,300. Is there any other point you wish to speak on. You must remember that much of what you might have said has been already said, and you have expressed a general concurrence in what has been said by others, I believe, who have gone before you?—Yes.

Mr. *Clarke.*

There is one point I want to speak on with regard to apprentices, that is the difficulty of apprentices getting their money or the proper rate of wages.

23,301. You have not sent in any summary of evidence, have you?—No, I was going to give general remarks, that was all.

23,302. What is your connexion with the Amalgamated Society?—I am a member of the Society, and I am referee to the general council.

23,303. Working at Woolwich?—No, I am out of employment. I am in that unfortunate position that I am one of those that are above 40 years of age, but I was going to speak of the two conditions, that is, before you are 30, and after you are 40. Before we are 30 there is every excuse made by the employer for keeping our wages reduced, and after you are 40 they say you are too old. I am over 50, and I have been out of work for some considerable time, and there is a great difficulty in my getting a situation. I have even applied for a situation as a visitor to the school board. One of the members of the school board promised to get me a situation.

23,304. We cannot go into personal matters?—No, but I wish to show you the difficulties we are in when we get too old for the employers, who pass resolutions that you shall not be employed in large railway works and Government establishments, and that you shall not be taken on there at over 40, and what are you to do with the men that are over 50 that cannot get a living at their own trade or anything else? I am assessed at 20*l.* a year rent, and the tax collector, when he comes round,

Mr. *Dale*—continued.

does not ask the question, what age I am, or whether I am employed, but he says you must pay 2*l.* 16*s.* 6*d.* for taxes for this half year. The question I want to ask is, what are you going to do with these men that you are shoving out of all the offices or any office that is a likely one for them? There is no examination for any person or any qualification required for a person employed in the parish, even as a sweeper of the road, and even for a common messenger it does not want any medical certificate to show that he can carry a ton, or any qualification at all, but they say you must not be above 40 for even the position of a letter carrier in the parish. Now, if the parish are going to show such an example, and the employers pass resolutions that people shall not be employed in large railway works or Government works, or anything else, if they are above 40 years of age, what provision is to be made for them?

23,305. The special point you wish to speak about then is the hardship, as you tell us, of the present state of things?—I say my experience is that in our trade a man is no good except during 10 years of his life. Before he is 30 he is told he is inexperienced, and the employer will not give him the fair rate of wages, and after he is 40 they say he is too old. That is the keen competition which has come about in 1892.

To Mr. *McDowell.*

23,306. Are you an officer of the Amalgamated Society?—I am.

23,307. What office do you hold?—President of the Belfast second branch.

23,308. And you represent Belfast, Newry, and other places?—Cork, Drogheda, Dublin, Dundalk, Limerick, Lisburn, Newry, and Waterford.

23,309. Do your official duties extend over that district?—No, but I come as the representative of Ireland.

23,310. I see you have answered on behalf of that district the printed questions addressed to trade unions by this Commission, and we have your answers and can refer to them (*see Appendix* 68) so that we need not ask you to repeat the evidence that you have so given in writing. What other special points connected with your particular district would you like to bring under our notice?—We have nothing serious to complain of in the city of Belfast with regard to our position as a society of workmen, with regard to wages, overtime, or piece-work. Our wages would stand comparison with any wages in the three kingdoms, I think. We are not troubled with systematic piece-work. Overtime is not much wrought, except where it is necessary in occasional breakdowns, and such as that. We have our night-shifts paid time and a quarter for every hour wrought, and overtime is wrought at various times between the engine-shops and the machine-shops, and mills and factories. With regard to the mills and factories where our men are employed, we have nothing to complain of either. The sanitary arrangements in those places are excellent, and so it is with regard to ventilation. It is not so in our engineering-

Mr. *Dale*—continued.

works, and in some of our machine-shops. The sanitary condition of some of the machine-shops and engine-shops is really bad.

23,311. What kind of shops are they in which they are good?—Spinning mills and factories; in fact, in those establishments the employers seem to vie with each other as to the efficiency of their sanitary arrangements. There is no such thing as males and females using the same water-closet in any mill or factory in Belfast. But there is, at least, one firm in Belfast in which there has not been the slightest alteration in the sanitary arrangements for the last 30 years. It is bad, and our members complain sadly of the want of sanitary arrangements in those large establishments, and also in regard to the water for drinking. In one of the large establishments it is not an ordinary watercloset they have, and the urinal is just next door to it, and is a large pipe with a faucet, which forms a seat for the men in the workshop. There is no water in the urinal, and when the place is stopped up, a man throws a bucket of water on it, and another man comes afterwards and scatters chloride of lime about it, and between the one and the other, it is not pleasant at all. There is no such thing as a water-pipe; it is just a large tin can with a tube for a syphon, through which all the men, when they want to drink, suck the water up, and it is exceedingly disgusting. In fact, in none of our engine-shops is there any such thing as a heating apparatus for our men to have their food aired or warmed, and we have hundreds of our men who travel to one of our principal shipping yards in Belfast, three and four miles, and some six and seven miles, who carry their meat with them. It is impossible for these men, not having any dining-rooms in connexion with the firm, to have their food effectually warmed, and places to sit down and take it in. Hundreds again live conveniently near to some of our firms, but they have their food carried, perhaps one meal a day. They carry their breakfast with them themselves, and some member of their family brings the dinner, and if it is wet or cold, those who bring the food have to remain outside, and the men turn in the place to eat it, but those who bring the food have to remain outside in the cold. The men think they should have dining-rooms. Other mills and factories have those rooms fitted up for their workmen, and in some instances they keep cooks, and the workmen do not need to carry their food, but it is prepared for them on the premises. The firm which has made no alteration in its sanitary arrangements for the last 30 years have a dining-room, and they pay a man for taking charge of the men's cans and food when they bring it. Other firms in regard to sanitary arrangements have no watercloset at all, but just a pit on which a plank is thrown across for the men to go and sit on. In one of our large engine-shops the water tap is just attached to the side of the urinal, and the men consider that is a great grievance, and the smells arising from it very offensive, and they think it should be removed at least 10 or 12 feet from the urinal.

Mr. *Dale*—continued.

23,312. We must not go into too much detail as to particular works?—No, I do not name any.

23,313. No, but we want to take it broadly and generally. You are describing a little too much in detail now?—It is only the engine-firms in which there is any real complaint.

23,314. You have told us broadly and generally one of the grievances or grounds of complaint in the engineering trades in the cities or towns for which you speak, have you?—It is the sanitary conditions.

23,315. That is sufficient for our purpose?—They want proper rooms to have their food in. There are two great complaints which our men make in Belfast; one is that there is an unwritten law that when a man turns 40 or 45 years of age, when very often his sight fails, or gets impaired, and particularly if he has to look at drawings which it is impossible that he can do without the use of a glass, then his work goes. Our members when they begin to use glasses, have generally found that their job is done, and they are shortly, in the course of a week or two at most, set free. Now we hold that it would be to the advantage of the employers that they should be allowed to wear glasses. There is no notice up that glasses should not be employed, but we have proved for the last 20 years, by our members being dismissed, that there is such an unwritten rule, and it throws our members on the superannuation fund, before they would be otherwise; and it is only when trade is really good that old men, such as my friend here, will find employment. I must corroborate what he says with regard to youth and old age. If a man comes to the gate and asks for employment, he may be 30 years of age, and if he is youthful-looking, and has not got hair upon his face, he is told he is inexperienced; and if he shows grey hairs, he is told he is getting too old, and they cannot take him on at all. The use of spectacles is one of the grievances, and the sanitary arrangements is the other. Those are the principal things.

23,316. Have you had any strike lately?—Yes, we have had strikes. I am happy to say that in Ireland, as a whole, strikes are few and far between. We have had only one general strike in Belfast during the last 12 years. It was commenced in January 1880. We have had one or two lock-outs which have taken place since that time at our shipyards, but not through any action of our own. We have been locked out on two occasions through the action of other societies. We were locked out in 1887 for seven weeks on the first occasion, owing to the boiler-makers at one of our principal shipyards asking for an advance in wages. We were locked out the following year for five weeks over the other operatives in that firm wanting a weekly wage. It cost our Society a good deal of money on both occasions, which we consider we should not have been called upon to bear.

23,317. In those two cases when you say you were locked out, because of some other trade

Mr. *Dale*—continued.

having a dispute with the employer, it meant not that the employer refused employment, because you were siding with the other trade, but because he could not employ you, because the other trade was not working?—That is quite true. The engineers were locked out.

23,318. The trade could not have been carried on without them?—Quite so.

23,319. Have you had any suspension of work by reason of dispute between yourselves and the other trade as to the demarcation of work?—No; and I am happy to say that the relation between the employers and our Society is capital, nothing to excel it, I think, in the three kingdoms.

23,320. And there has been no dispute between you and any other trade as to what work belonged to one and what to another; is that so?—No, not during many years. Any time that we have any grievance with the employers they are always ready to meet us and to discuss the question with us, and we generally get what we want. That refers solely to Belfast. As to the other districts mentioned in the paper they all report that they have no grievance, with the exception of Limerick, which says that its sanitary arrangements are the worst on the face of Europe. Dublin has a number of complaints, particularly with regard to artisans' dwelling-houses, and the amount of rent they have to pay. They state there that a great number of the workmen's houses are tenement houses, and these houses are in the hands of house-jobbers, who just charge what they like, and treat the tenants as they like, because they have nothing to assist them in any way, but must live as conveniently as possible with regard to their work. They also complain in Dublin of the bad sanitary arrangements. There has been a strike in Dublin within the past two or three years in connexion with a brewery there.* One employer in Dublin has made himself very conspicuous by the importation of blacklegs from Scotland, and the sanitary arrangements in Dublin are bad indeed, and privacy is by no means observed. Newry and Waterford have got no complaint to make with regard to any of those things. Dublin, with regard to arbitration, says that they have had nothing of the kind hitherto. They do not believe in arbitration. They are something like myself. I believe our disputes are best arranged between our employers and ourselves; a district committee, or a deputation from our district, should be sent to discuss the matter across the table with our employer. Dublin say that they do not believe in go-betweens. Dublin speaks bitterly with regard to inspectors; they consider there should be more inspectors to inspect boilers, engines, and machinery, the same as the Board of Trade, and that these men who are appointed inspectors should be practical mechanics. It is a common thing for men who do not belong to our trade at all to be appointed to these positions; for instance, in Dublin, as an example of the necessity of appointing inspectors for public safety, we point to the abuses at present existing in that respect, notably to the Dublin Science and Art Museum, in appointing a tinplate worker (he gives his name, although I do not know that it is necessary for me to repeat it), to the position of engineer, or, as he calls himself, electrical engineer. In another case they appointed an engineer in the county of Wicklow, in the Rathdown Union, at a salary of 60*l.* a year, with rations found, and apartments, and the man is appointed to take charge of three boilers, working up to a pressure of 200 lbs. He is a bricklayer.

Mr. *Dale*—continued.

23,321. What sort of appointment are you describing now?—The appointment of inspectors of machinery, boilers, and engines.

23,322. Do you mean an appointment made by a Government department?—No, this is by a board of guardians; but it is the public safety all the while that is in question. It is an appointment by the parish. In this union they wanted an engineer.

23,323. You are not speaking of what we call a Government inspector in England, are you?—Yes, they want Government inspectors in Dublin, and they want more of them. But this bricklayer is not an engineer, who is appointed by the board to fill this position; it should be a mechanical engineer; but he is only a bricklayer.

23,324. That appointment is made by a properly elected body, is it?—Yes, but it shows the work which is going on when the like of that is allowed. I think that is about all of any consequence that I have to speak on.

Mr. *Tom Mann.*

23,325. (To Mr. *Lindsay.*) Respecting the two principal complaints as to the amount of overtime that now prevails and the boy labour, what percentage of the men are organised at present?—I would say about half and half, take it all over the country. I could give roughly the numbers in Glasgow and Dundee, and the like.

23,326. If you improve your organisation, that is, if the principle of organisation were generally adopted, then will the organisation enable you to get over these difficulties, do you think?—It will help us considerably, no doubt.

23,327. Is it upon that that you rely?—To a great extent.

23,328. Mainly?—Mainly. Other things would certainly follow in the wake of that.

23,329. There is no legislative proposal that you wish to put forward, is there?—I do not find that they are quite ready for that, and we

* In reply to a request for further information as to the cause of this strike, the Witness, on August 25th, 1892, forwarded to the Commission a Report (signed by Mr. Thomas Swan, District Secretary of the Dublin Branch of the Amalgamated Society of Engineers) which stated as follows:—"Strikes in this city, I am happy to say, are of rare occurrence. So far as the engineering "trade is concerned the only strike of any consequence was about 2½ years ago in Messrs. Guinness's, the famous Brewers, who "utilised unskilled labour to do mechanics' work: we were obliged to close that establishment against our members, and I "regret it still remains blocked against our members."—G. D.

THIRTY-NINTH DAY.

Commission Room, Westminster Hall, Wednesday, 15th June 1892.

PRESENT:

HIS GRACE THE DUKE OF DEVONSHIRE.

MR. DAVID DALE (CHAIRMAN).

Mr. T. BURT, M.P.
Mr. A. HEWLETT.
Mr. E. TROW.

Mr. TOM MANN (Group B.), and Mr. M AUSTIN and Mr. J. MAWDSLEY (Group C.) also attended.

Mr. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

Mr. GEORGE BAKER CHERRY called and examined.

Mr. *Dale.*

23,339. You are the general secretary of the United Operative Plumbers' Association of Great Britain and Ireland?—Yes.

23,340. That body has its headquarters at Liverpool?—Yes.

23,341. You desire, I think, to lay before this Commission some evidence of a general character in relation to the disputes that have arisen between plumbers and fitters in regard to demarcation of work?—Yes.

23,342. Will you kindly proceed to do so. You will quite understand that this Commission does not wish to be introduced into detailed information in regard to the matter. It is not like a court of referees, who are asked to make a line of demarcation between the work of fitters and plumbers. We only want to know, broadly and generally, the facts bearing upon the industrial relations, whether such differences have arisen, and whether they have led to suspension of work, and in what manner it is thought that such could be avoided in the future. We want to take it broadly and generally. In the evidence given before us yesterday by the Amalgamated Society of Engineers, there was really no mention, I think, made of what might he called details of the matter in dispute at all. It was treated in the way I have described?—I was asked to give the differences or similarity between the work. I will endeavour to avoid, as far as possible, any questions that might lead to contentious matter. Points of detail I suppose you have nothing whatever to do with. All the pipes that are in dispute were at one time lead. Copper pipes were introduced in some cases for fresh water suctions and bilges, the copper pipes being made by coppersmiths, who are in some cases members of the Amalgamated Society of Engineers. The fitters sometimes fixed the copper pipes, viz., if a fitter took the template, he fixed the pipes. If a plumber took the template, he fixed the pipes. This is the only point of similarity that I know between the two. The

Mr. *Dale*—continued.

disputes between plumbers and fitters commenced in July 1890, at Barrow-in-Furness, then at Clydebank, afterwards on the Tyne. Plumbers are of the opinion that it was prearranged by the Amalgamated Society of Engineers to harrass and weaken the Plumbers' Society by having several districts in conflict at one time. The first dispute on the Tyne was at Messrs. Stephenson's, Hebburn, in or about October 1890. At Barrow there were two or three strikes by fitters against plumbers; attempts were made to draw up agreements. In two cases agreements were ratified by the employers and fitters once without the presence of the plumbers, and within a fortnight in each case the fitters struck against the agreements. Eventually an agreement was made, and ratified by a conference, to which reference will be made later on. The causes of all the disputes it is impossible to give; to attempt to do so would introduce a personal element; one or two instances may serve to illustrate what I mean. In the opinion of plumbers, the Amalgamated Society of Engineers desire to take the work in dispute from the plumbers, to decoy smiths into their Society, or share it amongst their members regardless of the effect of such a policy upon the plumbers, a policy which is entirely opposed to the general principles of trades unionism. We are justified in the opinion that it was, and is, the intention of the Amalgamated Society of Engineers to destroy the plumbing trade by the statements of one of their leaders in the north, viz., "the sooner plumbers are done away with the better." Plumbers have worked upon ships ever since shipbuilding became general. The same statement cannot be applied to fitters. In support of this, one of the fitters said during the conference, "That as modern ideas had "developed they had brought the fitter into "existence." The fitters finding that the plumbers were not to be destroyed, nor driven out of shipyards, are proposing to admit the

Mr. *Dale*—continued.

plumbers into the Amalgamated Society of Engineers. As straws indicate the course of a stream, so the statements given, and others that could be given, indicate the feelings of the fitters towards plumbers. One of the reasons for the resistance of plumbers to the attempted encroachments or annihilation by the fitters is, iron pipes were first introduced in repairing work as an experiment, as rats ate through a lead pipe to obtain water, or in places where pipes were exposed, and it was difficult to case them. Lengths of iron pipes were inserted by the plumbers; gradually iron pipes were more generally used, and it has become general to specify iron pipes for new ships during the past 10 years. Through the gradual introduction of iron pipes, and the working of them by plumbers, plumbers became, and are, expert workers of the pipes in dispute. Therefore apprentices to the plumbing trade in shipyards do not receive the practice or training in working lead pipes that they did prior to 10 years ago. Herein lies a point of great importance and difference between the apprentices to plumbing and fitting, viz., apprentices to plumbing are taught to work iron pipes; apprentices to fitting are not taught to work iron pipes. To admit the right of fitters, or any trade, to drive plumbers out of this class of work would no doubt destroy the living of many artisans and those who are paid artisans' wages. Fitters claim that they were the first to work iron pipes. Plumbers produced ample evidence during the various conferences that they did the work. Unfortunately for plumbers, at the time of the introduction of iron pipes, the majority of plumbers were supplied by plumbing firms at Newcastle, and these firms will not supply plumbers with information of the contracts and work done that could be obtained from their books. As shipbuilding increased, firms employed their own plumbers. These being small in number, were placed under the direction and supervision of the foreman engineer, and were scheduled as fitters. Hence another difficulty plumbers have in obtaining evidence in support of their case. As firms extended and more plumbers were employed, a foreman plumber was appointed, and plumbers continued to carry out the class of work that they had done under the supervision of the foreman engineer. It will be seen that it would have been a very difficult matter for the plumbers to have carried on a different class of work under the foreman engineer to that they carried out under the foreman plumber. There could not have been such a change of work as to cause the employment of a foreman plumber; if so, the change must have been from iron pipes to lead pipes, which plumbers know was not the case. Therefore it is reasonable to assume that plumbers were carrying out a class of work that they had been accustomed to, the only change being the trade of their director. The fitters give us one of their reasons for attempting to take the work from plumbers, viz., the plumbers' rates of wages were less than the fitters, hence the employers gave this class of work to plumbers in preference

Mr. *Dale*—continued.

to fitters. I have given you a schedule which shows the number and rates of wages of plumbers and fitters employed in Messrs. Palmer's yard, Jarrow, where the principal disputes have occurred.

LIST of PLUMBERS and FITTERS employed in Shipbuilding Department at Palmer and Co., Jarrow, during the last 21 years, from 1872 until 1892.

	PLUMBERS.		FITTERS.	
Date.	Number.	Rate per Week.	Number.	Rate per Week.
1872	4	*s.* 29 *d.* 0 and *s.* 28 *d.* 0	23	*s.* 29 *d.* 0 and *s.* 28 *d.* 0
1873	6	29 0 „ 28 0	16	29 0 „ 28 0
1874	10	30 6 „ 29 6	24	30 0 „ 28 0
1875	7	30 6 „ 29 6	24	31 0 „ 28 0
1876	7	33 0 „ 32 6	24	31 0 „ 28 0
1877	13	32 6	96	29 0 „ 28 0
1878	9	32 6	26	29 0 „ 28 0
1879	9	31 6	29	28 0 „ 27 0
1880	10	31 6	37	28 0 „ 27 0
1881	11	33 0	39	29 0 „ 28 0
1882	21	33 0	31	30 0 „ 29 0
1883	14	33 0	31	30 0 „ 29 0
1884	15	32 0	26	29 0 „ 28 0
1885	13	31 0	28	29 0 „ 28 0
1886	17	30 6	61	29 0 „ 28 0
1887	25	30 6	100	29 0 „ 28 0
1888	14	30 6	29	29 0 „ 28 0
1889	14	34 6	38	34 0 „ 33 0
1890	18	34 6	59	35 0 „ 34 0
1891	40	34 6	197	35 0
1892	35	34 6	288	35 0

The above are all taken in Midsummer of each year, with exception of last item, which was taken at time of strike.

The numbers and rates are from the year 1872 to 1892, 20 years. It will be seen from 1876 to 1889, 13 years, plumbers' wages were in excess of fitters' wages by about 3*s.* per week. From the year 1889 to 1892 fitters wages have been 6*d.* per week, or 1*d.* per day in excess of plumbers' wages. Therefore in my opinion, if the fitters' charge had a moiety of justification in it, they ought to have absorbed the whole of the work in dispute during the 13 years that plumbers' wages were in excess of fitters' wages. One reason for our determination to retain this class of work is that it comes under the term sanitary work. The scupper stands in the same relation to a ship that a down spout does to a house; the bilges on merchant ships, and side and main drains on war ships are similar to the sinks baths, and other wastes in houses. Fresh water from condensor to tanks, and pumps for fresh water or for throwing sewage matter into the sea, are similar to the methods adopted in country places, where water is not obtainable by gravitation. The waterclosets, urinals, sinks, and such like appliances and conveniences were claimed from plumbers, but it must be admitted that these have been plumber-work from time

Mr. *Dale*—continued.

immemorial. A further reason given by the fitters for the dispute, was that plumbers were encroaching upon fitters' work. This charge cannot be correct. You will see by the schedule, that, in Messrs. Palmer's yard, Jarrow, from 1872 to 1891 the general average was 3½ fitters to 1 plumber; but at the time of the recent strike, that is January 1892, there were 8 fitters to 1 plumber. Therefore the charge of plumbers encroaching upon fitters' work cannot be correct. This charge is amply proved incorrect, when the increased demand, during recent years, for sanitary appliances is considered. It must be admitted, when the foregoing proportions of the men employed are considered, that the fitters must have been encroaching very extensively upon plumber-work. If it were not so there ought to have been 82 plumbers employed at Messrs. Palmer's at the time of the dispute, instead of 36, *i.e.*, January 1892. The expenses caused by the disputes at Barrow, Clyde, and Tyne are briefly to May 28th, 1892:—rail fares, deputations, conferences, 437*l.* 14*s.* 1*d.*; one-third of arbitration expenses (111*l.* 6*s.*) to be borne by employers, engineers, and plumbers, 37*l.* 2*s.*; strike pay, 200*l.* 16*s.*, making a total of 675*l.* 12*s.* 1*d.* The number of plumbers affected during 1890 and 1891 were, at Barrow 36, on the Clyde 13, on the Tyne 38, making a total number of 87. The number of plumbers directly affected by this dispute during 1892 were 75. These were not entitled to any benefit (except travelling benefit) from the Plumbers' Society.* They lost in wages 1,395*l.* 10*s.* In regard to the prevention or settlement of these disputes, I am afraid that it will be impossible for me to suggest a definite remedy. The first of the conferences held (January 1891) between plumbers and engineers, was composed in each case of members from the executive councils, also members representing each district in dispute. After obtaining evidence, an agreement was drawn up, and signed. (*Code of Bye-laws handed in.*)

23,343. What date are you speaking of?—1891.

23,344. Was not that the conference at which the employers also were represented?—No. It was in June and October 1891. A week after the agreements were issued the fitters came out against the plumbers. The fitters were willing to accept of work given them by the conference, but were not willing to concede work given to plumbers by the conference. Strikes were general in Messrs. Palmer's till a temporary agreement was drawn up in June 1891, and an arrangement was made for holding a further conference of employers, engineers, and plumbers, early in July, which was done, and an award was arrived at, based upon the evidence produced, and to which the engineers objected: hence the dispute of this year. In my opinion it is reasonable to

Mr. *Dale*—continued.

expect that intelligent bodies of men should be able to settle the most complex questions of difference without resorting to any method of compulsion. In the present case the award, should it be declared valid, should be signed for a given number of years. Also, provision should be made to form a board composed of equal numbers of employers, engineers, and plumbers, whose duties should be to define any portion of the award that was in dispute. The work in dispute should in the meantime be allowed to go on. There should also be a clause that the board should meet within a week of the notification of a dispute. Also, provision should be made to alter any portion of the award by giving three months' notice of the proposed alteration; parties to the award to be allowed to give counter notice within one month of receipt of the original notice, but any notice of alteration not to be entertained till the award had been in operation the period for which it was signed. I am not sanguine that any such method will be adopted in this case, the remarks of the leaders of the engineers in the North being to the effect that no settlement will be satisfactory that does not give them all the work. Boards of conciliation and arbitration should be established in all centres of industry, and whenever a dispute takes place in a particular trade those directly concerned, whether employers and workmen or trades, should endeavour to settle the dispute first. If not successful, then the dispute should be submitted to a full board for decision. These suggestions are general, and may deal more with detail than you care for. I have details of the dispute here, if you wish it (*handing in the same*).

23,345. Will you tell me a little more fully how the conference, which was held in the early part of 1891, was constituted?—Four engineers and four plumbers.

23,346. Just four engineers and four plumbers?—Yes.

23,347. You say that some agreement or award resulted from that conference?—Yes.

23,348. Was such award made under the signatures of the eight persons constituting the conference?—Yes. I have copies of it if you care to have them.

23,349. "The following is the apportionment "of work as agreed upon by the representatives "of the Amalgamated Society of Engineers and "the United Operative Plumbers' Association of "Great Britain and Ireland, held at the "Engineers' Club House, Star Hotel, Northumberland Street, Newcastle-on-Tyne, 3rd "January 1891." Then it specifies in detail that which we need not concern ourselves about, the demarcation of work. "We, in conference "assembled, 10th January 1891, agree that "the foregoing do come into operation on "Monday, 2nd February 1891," and it is signed

* In a letter (dated February 13th, 1893) to the Secretary, the Witness gave the following reason for this statement:—"The "fitters came out at Messrs. Palmer's against plumbers working to the agreement (refer to question 23,360); the plumbers "continued a work till they had exhausted the work ready for them; and the fitters continuing on strike, the plumbers were "discharged. Our Executive Council decided that the plumbers were out of work, therefore not entitled to strike-pay."—G.D.

Mr. *Dale*—continued.

23,367. You say that it was a case of repudiating it, and not simply of putting an interpretration upon it that the plumbers did not put?—Yes. I should justify that statement by an attempt that was made between May and June to draw up a temporary agreement between the fitters and plumbers and Mr. Price, to govern Palmer's yard alone, an agreement more in accordance with the customs of that yard. One question was asked of the fitters, and that was, if the plumbers agreed that an agreement should be drawn up upon the evidence that could be obtained in Messrs. Palmer's yard only, would they undertake that their members would not compel similar conditions in other yards upon the Tyne. The answer was that their members in other yards being trade unionists, and seeing that Messrs. Palmer were working under more favourable conditions than they were, they would, no doubt, attempt to acquire the same class of work, and were prepared to fight for it, if necessary. That prevented the temporary agreement being made at that time.

23,368. Then has not there recently been formed some federation of trades?—There is a federation of all the trades with the exception of the engineers.

23,369. Quite recently formed?—I think it was established some time in 1890.

23,370. Then the reason why that Federation was not able to intervene and prevent this dispute was because the engineers were not members of it?—That is so. If they had been members of it, the various societies which can be termed members are appealed to to refer their disputes to that Federation for settlement.

23,371. Then would your view be that it is desirable that the engineers should be members of that Federation, and that that is the mode in which such disputes would be best avoided in the future?—That is one of the means whereby such disputes could be avoided.

23,372. Does the operation of your Society extend over Great Britain and Ireland?—Yes. We have 132 branches in the whole of the United Kingdom.

23,373. Embracing how many members?—5,699.

23,374. How long has your Society been in operation?—Since amalgamation we have been in operation 25 years. Of course we were in existence long before that time.

23,375. Does your Society provide by its funds allowances to its members in case of accidents?—If a man is incapacitated from following his trade, that is, by accident or through the effects of lead or any material of that kind, he is allowed 100*l.* as incapacitation benefit, or, if he chooses, he can have superannuation benefit according to his term of membership.

23,376. Does he get sick benefit?—Yes, 10*s.* for 13 weeks, 6*s.* for 13 weeks, and 4*s.* so long as the sickness continues; but should a member recover and not claim sick benefit for 12 months he would be entitled to commence at the rate of 10*s.* per week

23,377. Are allowances made to men out of work?—Only when they are travelling. If they take a card to travel to various places to look for work, they are allowed 1*s.* 6*d.* a day. But during the time they are travelling, or on strike, or sick, or suffering from adversity of any kind, their contributions are allowed them by the Society. They are not charged with them.

23,378. Do your rules make any provision for offering to refer to arbitration any question between your members and the employers?—Our general rules do not, but the executive council of this last two years, wherever byelaws have been put before them, have suggested that there should be arbitration rules inserted. The executive council have the power to compel any branch to submit their case to arbitration.

23,379. What have been the relations between your Association and employers generally?—Generally we are upon the best of terms. I should say personally we are on very good terms indeed.

23,380. Is your Association generally recognised by employers in various districts?—Yes, throughout the whole of the country. It is thoroughly recognised.

23,381. Have you in any case had an arbitration between any section of your members and the employers?—Yes. I do not know that I could quote them from memory, but the last one that we had was in Liverpool. We have had several. If you desire it, I will give you a list; but we are generally able to settle these disputes without any reference, before ill-feeling is created in the matter. We endeavour, as far as possible, to avoid any dispute by settling the matter before it arrives at the time that the notice expires.

23,382. Have you had, in recent years, any important strike between your members and employers?—The most important and lengthy one that we have had of recent years was in Liverpool, before I went to live there. I went to live there last year. The strike occurred in the year 1890. It extended over six months, and cost us about 2,500*l.*

23,383. Perhaps you would just tell us about that. It would be a good illustration, probably, of the operations of your Society in such matters. Will you tell us what was the origin of this strike?—It was a notice for an advance of wages.

23,384. Given by the Liverpool branch?—Given by our own men. At that time I might say the executive council had not the power to compel a branch to submit their case to arbitration, but since that time our rules have been altered, and we have the power now to compel any branch to submit their case to arbitration. Eventually it was found that it would have to be submitted to arbitration. That was after about six months' fighting.

23,385. Just let us hear about it. I suppose, to begin with, your Society includes the plumbers, whether working or domestic plumbers, as one may say, in connexion with house-building, or in large business establishments?—The members of our Society are divided into three different special classes of workmen, those are

Mr. *Dale*—continued.

23,410. What is the limit you aim at?—One to every two men, up to five, and five is the limit for one shop.

23,411. Do you mean five apprentices?—Yes.

23,412. One in every two up to five?—Yes.

23,413. Might not an establishment be on such a scale as to employ 40 journeymen plumbers?—That is very rare. There are exceptional cases, but I say we are not able to limit them in all places, though we are generally. Having taken into account the death-rate of the various towns and cities, and the increase in population, and general circumstances that operate upon our trade, we find that that is a fair average for the inlet of the trade.

23,414. One could understand the general grounds on which a proportion of apprentices to adult journeymen was based, but I do not quite understand the limitation of five to one shop?—Where we have the power of limiting we know that the shops could never employ more than about 10 or 11 men. In fact, generally speaking, the plumbing trade is the smallest trade in numbers that there is.

23,415. Then, as the result of your experience, both of the questions that have arisen between your own trade and other trades, and of the questions that have arisen between your own trade and employers which have led to strikes, what remedy do you suggest?—I suggest, and always have suggested, as far as lay in my power, that if there is a question between employers and our men, or if it is between two trades, that they should meet together, and endeavour, by reasoning, to arrive at an amicable agreement upon the matter, and not to endeavour to compel one or the other to give way. One ought always to be able to settle these disputes by reasoning. That is my opinion.

23,416. Would you think it expedient that if a dispute seemed to be one causing considerable difficulty, a conference between the two trades should be presided over by any outsider?—It cannot make much difference if the chairman is a member of the conference, and is not allowed any extra power, or, if he is an outsider and not allowed any power, then I cannot see what difference it would make who should be the chairman.

23,417. The view was put before us by the previous witness, that even a conciliation board, as distinguished from an arbitration board, derived considerable advantage from its proceedings being controlled and regulated by a chairman who had no interest in the matter in dispute. I merely invite you to say whether you hold any view of that character?—I have never found any meetings that I have attended that really required the interference of anyone outside, or required any special direction. There was never any really bitter feeling, I should say, which arose at any meeting that I have been at. Probably it might be better to have one outside as chairman, but that has not been my experience. I could not recommend it from my experience.

Mr. *Burt.*

23,418. Personally, you have just expressed a strong approval of conciliation and arbitration as a means of settling disputes. Would those be the views of your officials and the Society generally?—Yes. I said, in reply to the Chairman, that our executive council are now recommending that arbitration rules shall be inserted in all the new bye-laws to be sent to them for approval.

23,419. And you told us that recently the executive committee have been empowered to enforce arbitration upon the branches when disputes occur?—Yes.

23,420. Have they acted on that power to any great extent?—No, the power only came into operation in October last.

23,421. There has not been much time for it?—No, there has not been any time.

23,422. Have you had many references to arbitration?—I could not say from memory.

23,423. Throughout the whole of your Association?—I know that we have had a good many, but I could not give the names of them, and I do not care to say that we have had a lot if I cannot give you the names.

23,424. But you have had many?—Yes, we have had a good many.

23,425. Have the plumbers usually accepted the award of the arbitrators and umpire?—Yes. I do not know of any branch having disregarded or disapproved of the decision of the arbitrator. We had a case a fortnight ago, where the arbitrator gave a decision for us, at Bradford, but I could not speak of them from memory. I know we have had a good many.

23,426. But generally they have accepted the award, and you do not know of a single case in which they have not?—The executive council would compel them to accept of it.

23,427. Only they might resist and come out, and I suppose all you could do would be to withhold support from them?—We should do that.

23,428. You would do that?—Yes, and, of course, fine them.

Mr. *Trow.*

23,429. Did your action, in connexion with the late dispute, have the support of the whole of the trades, except the Amalgamated Society of Engineers?—So far as I am aware, we were supported by the Federation. They approved of the action we had taken. Our portion of the dispute was compelled. We were compelled to accept that position of things. We were forced out, whether we approved of it or not. That was our position.

23,430. Did they approve of your action in agreeing to submit the matter to arbitration?—Oh, most decidedly. They recommended that it should be submitted to arbitration from the first.

23,431. Your opinion is that these little disputes should be submitted to arbitration?—Yes, that is my opinion.

23,432. Of the trades and employers combined?—Yes, no matter what the nature of the dispute,

Mr. *Trow*—continued.

between the employer and workmen, or between the workmen themselves. They should, first of all, try to settle the matter themselves, and, if not, submit it to a board of conciliation or arbitration.

23,433. And the decision, if the board could not agree, to be left in the hands of an umpire? —Of an umpire, certainly.

Mr. *Hewlett.*

23,434. You told the Chairman the benefits which were paid for accident and sickness. Have you any objection to tell us the payments which were made in order to secure those benefits?—9*d.* per week.

Mr. *Tom Mann.*

23,435. One question concerning the particular item in this agreement that was violated by the engineers or objected to by the amalgamated engineers, that led up to the disputes afterwards at Palmer's?—That is the last one, the January one?

23,436. Yes. This is signed February 1891? —That is the one I referred to in my statement.

23,437. Both parties worked for a period upon this agreement, did they not?—In all the rest of the yards but Messrs. Palmer's.

Mr. *Tom Mann*—continued.

23,438. They did not, even for a time, at Palmer's?—No. As soon as ever it was issued they repudiated it. They announced their intention not to work to that award.

23,439. When signing this agreement did they agree to cover Palmer's yard?—It covers the whole of the Tyne.

23,440. It says here the whole of the River Tyne?—Yes.

23,441. And they immediately repudiated it? —Immediately it was issued. There was a delay in issuing it. I believe the award was not issued until nearly the commencement of May. I cannot just call to memory the circumstances of the delay.

23,442. What proportion of your 5,600 odd members are ship plumbers?—That I could scarcely say from memory.

23,443. Approximately?—But I can give the Tyne. I have never taken the Clyde, nor Barrow, or various places, such as Cardiff and Hull. We have 600 on the Tyne and the Wear.

23,444. And there you are working a 53 hour week?—52, I think. I am not sure on that point. I believe it is 52.

23,445. The same as the engineers generally, are you not?—Yes, I believe so. However, I know that they leave at 12 on Saturday, therefore it would be 52 to 54 hours.

The witness withdrew.

Mr. JAMES MILLAR JACK called and examined.

Mr. *Dale.*

23,446. You are the general secretary of the Associated Iron-Moulders of Scotland?—Yes.

23,447. And have occupied that position since November 1879?—Yes.

23,448. When was your Society established? —March 1831.

23,449. And it has its headquarters in Glasgow?—Yes.

23,450. With what object was it instituted? —Its objects as defined are to make a provision for seasons of depression in trade or when members are disabled by accident from following their usual employment. Also it provides a funeral allowance for members or their wives.

23,451. Your Society has been good enough to answer very fully the printed questions which have been issued by the Commission, and your answers will be tabulated along with the answers given by other societies, and will form part of our permanent record (*see Appendix* 69). It will not be necessary, therefore, for me to ask you to repeat verbally all that you have so answered in writing. I merely ask you, upon such points as it may be expedient for you to enlarge a little, to do so. The name of your Society, iron-moulders, indicates, of course, generally the trade or branch of industry which your Society represents?—Yes.

23,452. Perhaps you would just a little further describe it as you have done here?—Iron founding or moulding, which may be classed under three heads, as follows: First, what is known

Mr. *Dale*—continued.

as marine-moulding or engineering-work. That is jobbing-work as a rule. Secondly, we have what are known as light rain water and ornamental goods; and thirdly, we have what is known as pipe-moulding; that is mainly gas, water, also hot water and what is called underground or drain pipes.

23,453. Then to what district does your Society extend its operations?—We confine ourselves to Scotland, and are called the Associated Iron-Moulders of Scotland, but we have a provision whereby members can retain their connexion furth of the United Kingdom. We have, I may also say, a working arrangement with what is known as the English Iron-Moulders' Society. The cards of our members allow them to travel in any part of England and work in any part of England, and *vice versâ* with the English Society. There is a working agreement between the two.

23,454. About how many moulders are there in Scotland?—I should say in Scotland there may be something like 11,000 men engaged in this industry. Probably there may be 6,000 labourers in connexion with it, and from 4,000 to 5,000 iron-dressers, and about 4,000 boys, I would say.

23,455. Would all these classes be eligible for membership?—No, we do not take any but iron-moulders.

23,456. You do not take the labourers?—No, nor the iron-dressers. You see that we have

Mr. *Dale*—continued.

6,300 members, all males, there being no females in this calling.

23,457. I do not quite understand your answer, because you say there are at least 11,000 men engaged in the industry who call themselves moulders, you have 6,000 labourers and from 4,000 to 5,000 iron-dressers, neither of whom are eligible for membership?—There are probably close on 4,000 males not members of the Union, but it must be explained that in my previous answer I classified the trade under three heads. I must answer under these three heads here. Those 4,000 are not members of any trade union, but we say we have 6,300 members in our Association. Then I say probably something over 4,000 are not in the Association.

23,458. In fact, the 6,000 labourers and 4,000 to 5,000 iron-dressers and the 4,000 boys are no part of the 11,000?—No, no part of it at all. It is moulders I speak of there.

23,459. As regards apprentices, what is the system in your Society?—Down to the year 1868 we regulated the number of apprentices in shops. But the employers then thought they had the right to decide this matter, and depression being then in trade, we had to give way on the point; and since then, they, as employers, have not been in any way bound as to the number of apprentices (speaking generally), though we now know many of the employers would prefer we did regulate them, as they are not able to keep them the seven years' apprenticeship, as boys will shift about to where they can get more money.

23,460. As regards wages, what are the rates?—As to wages, we may point out that in 1880 they were at the rate of 7¼*d.* per hour, while at December 1891 they were 8*d.* per hour. They rise and fall according to the labour market by a month's notice, at least, being given on either side. That is, there is the Employers' Association and Workmen's Association, and generally conferences are held between representatives and arrangements come to amicably; at least, this has been so now for many years.

23,461. Then there is in Scotland an employers' association?—There is an employers' association in Scotland. There is one called the North-east of Scotland, and there is one called the West of Scotland Iron-Founders' Association. The West of Scotland Iron-Founders' Association takes in Glasgow, Paisley, Coatbridge, and Dumbarton. The North-east of Scotland takes in Edinburgh, Dunfermline, and Kirkcaldy, and round that way.

23,462. Has your association official relationships with both these Associations of employers?—Yes.

23,463. They recognise your Union, and treat with it?—Yes.

23,464. So far, the conferences between yourselves and the employers have resulted in amicable settlements?—Yes.

23,465. What are the ordinary hours of labour?—We are only taking Scotland here. We say the number of 51-hour shops, as returned at the end of 1891, was 47; 54-hour shops, 171; 56-hour shops, 4; 57-hour shops, 25; 52½-hour shops, 1; 58-hour shops, 1; 60-hour shops, 1; making the total number returned 250 out of a possible 300.

Mr. *Dale*—continued.

23,466. The largest number is 54 hours?—54.

23,467. But there are more with shorter hours than there are with longer?—Yes. I may say, with regard to these returns of 58 and 60 hours, those do not apply to engineering-works. It is generally, I think, about iron-works or blast-furnaces, where they may employ a very few moulders altogether, so that they need not be taken into the reckoning.

23,468. As to overtime?—We do not encourage overtime, though in some towns there is an amount wrought which is paid at time-and-half, as a rule, and no allowances. I may explain here, that in Glasgow, in 1879, we, as a body, said to 12 of our leading firms in the marine trade, who only work 51 hours in the week, that on and after a given date we would demand time-and-quarter for the first three hours of overtime, namely, from 51 to 54 hours. This the employers declined to do, they wishing the three hours to be paid for at ordinary time rates; but we would not have that, and these shops since then have been shut against overtime, and no journeyman moulder has wrought any overtime in them since, though they often call in the aid of the apprentices to work overtime on any job in a hurry, and thus cause boys to do work they are not qualified for, while most dangerous. It is but fair to say that only a few of the firms referred to, carry this to an extreme, and prefer to work boys often to 11 p.m. rather than yield time-and-quarter for three hours out of 54.

23,469. Has your Society taken into consideration or passed any resolution in regard to legislative limitation of the hours of labour?—Our Society has not given any consideration further than that four or five years ago; a vote of the trade was taken as to the enactment of what is known as the legal eight hours' day. While we did not have a very strong vote, I should say probably a third of the members voted, but there was a large majority against the legal eight hours' day.

23,470. That was a vote taken four or five years ago?—Yes, four years ago I think it would be. Personally, as far as hours of labour are concerned, we believe that they should be kept at the lowest possible minimum, to permit of all men in any trade getting a share of the work to be done. As to regulation of hours by the State, I should certainly agree to miners' hours being by statute made not more than eight hours per day in underground; that is, eight hours from bank leaving to bank returning. Then, railway servants, I would also be in favour of an eight hour service by the employees out of 24, and on no account any one be permitted to work more, while for the general industry of the country the fixing of the hours of labour might be

Mr. *Dale*—continued.

safely left in the hands of employers and employed, in my opinion.

23,471. Do you desire to say anything about the sanitation or inspection of working places?—With regard to that question of safety of employment, and the lighting, sanitation, and inspection of workplaces, there is a large number of foundries which cannot be said to be conducive to the safety or health of the workmen, in so far that numbers of them will in the process of drying moulds have the shop filled with smoke more or less for several days, and which is almost beyond endurance, as I myself have experienced, and this could be very largely obviated by compelling them to only kindle fires when men leave off work at night, and not through the day at any time. As to inspection of workplaces, this is very much required, if workplaces are to be continued, for now we have shops being discarded and the moulding carried out into the open air, which should not be tolerated on any account.

23,472. Do you mean because of the exposure of the moulder to weather?—The exposure of the moulder to weather.

23,473. Have you anything to say in regard to the Employers' Liability Act?—With regard to accidents, speaking generally, we have provision in our rules for raising actions on behalf of any member who may meet with an accident, and up to the present, though we have got damages in several cases, we have only had to go into court with one case, when we carried it through the Sheriff Courts and then to Court of Session in Edinburgh, and under a jury trial were successful. With this case established, we have no doubt it has been the means of conciliation being offered in other cases, and finally arrangements come to without resorting to any court of law, and in no case is it with a view or solely on the ground of compensation we push cases, but rather for security and safety being got to all workers than risk of any kind being incurred. In our rules we give 100*l.* for accident benefit, and this sum is given apart from any consideration of what may be got under the Employers' Liability Act at any time or in any case. We would strongly urge upon the members of this Commission the necessity for making public inquiry courts into all accidents in Scotland, in preference to the present system of examination by Procurator Fiscal, and no one may ever know the evidence given, unless in a case like the Blantyre pit explosion, the turning over of the ship "Daphne," or the blowing down of a mill. In each of these cases a public inquiry was instituted as well as in some others, and if the principle has thus been conceded we fail to see why every accident should not be publicly inquired into, as in the case of our own, which we had to raise under the Employers' Liability Act, as above referred to. Had we but have had a public inquiry we never would have had to raise any action, as the evidence of the experts handed in to the Procurator Fiscal when submitted in court proved our case on the day of trial; but by this time a large sum of money was spent in litigation quite unnecessary. There is a wide difference between sudden deaths and accidents, and those opposed to public courts of inquiry always trot out the bogie of exposing the private affairs of those dying suddenly. We do not want any exposure whatever; we want in future to learn, from our past experience, and improve ourselves, and if possible minimise the chances of accidents taking place by the publication through the press of all evidence in any or every accident, as it should be, and not prepared simply to satisfy any one man however learned.

Mr. *Dale*—continued.

23,474. Is this private inquiry by the Procurator Fiscal a proceeding akin to the coroner's inquest?—Yes.

23,475. But whereas an inquiry in England by the coroner would be public, the inquiry in Scotland by the Procurator Fiscal is private?—There is a report made to him by experts, and then on the faith of the report given to him he decides.

23,476. The reports are not published?—No.

23,477. If he were to act upon these reports, and take proceedings, the proceedings would be public?—Yes.

23,478. In regard to the dismissal of representative delegates, and the refusal of unionists to work with non-unionists, use of black-list, mutual relations of employers and trade unions generally?—As to dismissal of representative workmen we do not know of any such a thing being done in our trade, and do not believe it would be done. But in all cases men must act with the discretion becoming workmen to employers and *vice versâ*. Speaking personally, after 25 years' experience, 14 of which is as an official, and meeting employers all over the country, and all shades of them, I have never received anything but courtesy, and if our case was good we have invariably succeeded; and if we had a bad case we could not hope to succeed, and had no just right to expect we would. Then as to refusal of unionists to work with non-unionists: this is not carried out so rigidly, as we have shops where there may be a few non-unionists and our members work with them, but in our best shops and where our relations with employers are of the most cordial character, all moulders are union men, and these employers or their foremen would not have any man in his place if they were not society men. They, knowing that they are being best served, it is to their interest as much as ours to work, as we should do, in harmony. I have known of shops where they were all non-society, and if they heard of a society man getting a job they would have a deputation at the manager reporting he was such, and their intention of leaving the shop if the man was started, and he would not be started.

23,479. Has that been in recent years?—That has been going on for four or five years.

23,480. You had better go on?—Then as to use of black-list, we do not have such, as at no time do we desire to hinder any man from using his own judgment as to whether he will

Mr. *Dale*—continued.

join or not, though, certainly, we, in the exercise of a sound belief, in our principles, seek to reason the matter with those not members of our order, as no man at this time of day can deny that in the best organised trades less friction exists than where only a few of any trade are in the organisation. Then as to mutual relations of employers and trade unions generally, we will only speak for our own trade, and in doing so have pleasure in stating that over all our trade they are of the most cordial nature, and like the workmen, employers have now learned the benefit of association and, as a rule, act in a corporate body, rather than as at one time individually, and thus when the wages or conditions of employment come now to be considered, such is done by conferences of representatives meeting round a table, reasonably submitting their respective views, and ultimately arriving at some clear understanding on the point raised by either Association. Notice of any alteration has to be given at least one month, by both Associations, before any change can take place per our agreement.

23,481. Other causes of dispute?—In answering this, one might be excused if they said that under this head their name would be legion. But we trust to the broad views of both employers and workmen, in all matters which may crop up from time to time. In our trade, what sometimes leads to frivolous disputes is in piecework shops, what is known as settling the price on jobs. Now in these shops we ask, as far as it is practicable, no job should be made by the moulder until the price is fixed. Unless this can be done, then the job should be made on day or time rates, and thus a fair trial given to find out how the job can be made, or how the pattern may work, and a price fixed thereafter. This is a matter of arrangement and agreement in each shop.

23,482. Can you state how many strikes and lock-outs there have been in your trade in your district in each of the 10 years 1881-90, in 1891, and in the current year up to date?—We had a dispute in what is known as our piece-work shops, which lasted from 21st January to 20th May 1882, a period of 17 weeks, affecting some 800 men in all, and which would cost us some 7,000*l.* in all. The cause of the dispute was a demand of the men to have returned to them 7½ per cent. which they lost between 1874 and 1878, and which was promised to be repaid them in better times; but when sought was generally declined, though a few employers admitted their promise and paid it. The result of the dispute was that owing to the number of non-unionists at this class of work we accepted a compromise of 2½ per cent. advance, and at once gave the firms who had been paying the full demand the same terms which we had to agree to with others.

23,483. That was 10 years ago?—Yes. Our next dispute was with some of the same shops, seven or eight in number, principally pipe-moulding shops in Glasgow. These employers sought a reduction of 5 per cent., which we held they were not entitled to, and offered to submit

Mr. *Dale*—continued.

our case to arbitration. But as already said a large number of the men in this branch are non-unionists, and these employers relying upon them declined to submit their case to arbitration, and on the 8th August 1890, some 480 men came out, namely, 140 union men and 340 non-unionists. But they made common cause, and we supported the non-unionists by subscriptions, while we spent from Society funds for support of the union men 500*l.* This dispute lasted to 29th September 1890, a period of seven weeks and two days, when an arrangement was come to in conference for the men all to return at the old rates, and the point of difference, namely, the reduction of 5 per cent. was submitted to an arbiter, proposed by employers, and taken by us, namely, Mr. Moore, of the firm of Moore, Carson and Moore, Chartered Accountants, Glasgow, who after taking evidence from both sides, as well as examining employers' books, decided in favour of the men on the 8th January 1891, his decision being that they were not entitled to stand any reduction. Had these employers agreed, as we desired them, to arbitration, there would never have been an hour lost. But we do not hesitate to say that they relied on the men not being united, which they at once became on coming out, and thus frustrated the employers here in making reductions quite uncalled for. These may be said to be our only two disputes during the last 10 or 11 years, namely, from 1880 to 1891. Those are our general disputes. There may have been a shop grievance here and there which is cropping up every day I daresay, but those are the only two general disputes we have had.

23,484. You offered arbitration in this last case in the first instance and it was declined by the employers?—Yes.

23,485. But arbitration was ultimately resorted to?—Ultimately agreed to.

23,486. The employers having refused arbitration in the first instance?—Before the men came out we offered them arbitration.

23,487. And they ultimately agreed to it?—They ultimately agreed to it after the men were out seven weeks.

23,488. In what manner do you seek to obtain work for unemployed members?—The manner is that we issue every month or four weeks, not the calendar month, a monthly report all over the country, setting forth the number of men in employment in all the shops in Scotland, and the number of men out of employment, and by that means, the men getting the report into their hands, see where work is plentiful, and where it is scarce, that is the only way we do it.

23,489. You have suggested certain alterations in the Employers' Liability Act?—Yes.

23,490. Of what nature are the alterations you have suggested?—The question you put to us on page 10 was, "Will you send copies of "any resolutions that may have been passed by "your Society during the last two years, "recommending alterations in the laws affecting

Mr. *Dale*—continued.

"labour," and the reply is, "We have supported alterations in the Employers' Liability Act, also public inquiry into accidental deaths for Scotland, and generally speaking, the resolutions of Trades Unions Congress at which we have been represented as a trade for the past 21 years." We have nothing of a definite character to suggest further than taking the matter generally.

23,491. Would you just answer verbally the question which you have already answered in writing, and in the same terms; can you suggest any means of avoiding or arranging strikes between capital and labour?—The only suggestions I have to make with regard to that is that if the employers are in association, and the men in association, I am of opinion that that is one of the best means that can be used at the present time to avoid disputes. With a strong organisation on the one hand, and a strong organisation on the other is best, and a rule to the effect that nothing of the character of a dispute or strike shall take place till some notice is given, the same as we have been working on for the last 10 years.

23,492. Till some notice is given?—A month or three months' notice is given by either side, and a conference held on the matter.

23,493. It is the latter that is of importance?—Just so.

23,494. The notice is rather intended to afford time and opportunity for the conference?—Quite so, for the conference.

23,495. The fact of your having in the latest dispute, which you have described a few minutes ago, offered arbitration, may be taken, I presume, as evidence that your Society looks with favour upon resorting to that method if the parties cannot establish an agreement by conference?—They do look with favour upon it.

23,496. What is your opinion as to the length of notice between employer and workman?—As to dismissal do you mean?

23,497. In order to terminate the contract of service?—As far as our own trade is concerned, I believe in what is known as a minute's warning, and no longer notice than them saying "At 5 o'clock your service expires here," and *vice versâ*. We do not think there should be any days' notice at all, we are in favour of a minute's warning.

23,498. Why do you hold that view?—As an association we hold that view, because we sometimes think it places a man at a serious disadvantage if he has got to give a week's notice to leave a place, when some situation may crop up in England, or somewhere else, and he cannot just get away to the situation because of this week's notice having to be given.

23,499. On the other hand, does not the week's notice protect him from capricious dismissal, or perhaps, I should rather say hasty dismissal?—Quite so, we believe it does, but still, I believe the general opinion of the trade is that they would prefer to have a minute's warning. I should say in Scotland you would

Mr. *Dale*—continued.

not find more than three or four, or perhaps six, shops altogether where you would get a week's warning. Out of 300 shops you would not get six where a week's notice would be given.

23,500. And in the others what is it?—In the others the general principle is a minute's warning.

23,501. Of course, what one man could do in the way of giving a minute's warning all the men might by concerted action do?—Quite so.

23,502. And would not that deprive you of that notice which you, a few minutes ago, said was so desirable before any claim was put forward by either party?—We think not, because we have not experienced such a thing as a general stampede, and all the men marching out. When we speak of a minute's notice, we are referring more particularly to individual men in the workshop. In case of decrease of wages, or a notice of reduction affecting all the men, we have never found any difficulty. When we speak of a minute's warning we speak of breaking the contract between the employer and the workmen as far as the individual is concerned, but still, it might be as you say.

23,503. Still, it would entitle each party legally to terminate their relationship at a minute's notice?—Yes, it would I believe, but, I do not think there is any danger of it taking place somehow.

23,504. And the employers are not themselves averse to that arrangement?—Oh, no.

23,505. They do not maintain that such a system does not give them security in entering into contracts or obligations?—No, I do not know that they do.

23,506. You do not think the obligation to give and take a week's notice would really always secure to the workman a week's notice, whilst it would leave him free to appeal as a matter of consideration to his foreman to let him go without a week's notice if he could show that there was some family or special reason why he should go?—This I know. I have a case in my mind's eye which occurred in Edinburgh a fortnight or three weeks ago, where a week's notice is wrought in the shop and some marine-work was intended to come forward, but however, it was stopped suddenly, and consequently they had no work to put the men to, and they discharged the men without giving them a week's notice, because they had no work for them to do. The men in that case said, "Well, we need not press for our notice at all because there is no work in the shop," and they did not press for the week's notice in that case. They did not do it at all, they said, "There is no work and we must go."

23,507. Is there much Sunday work?—No, very, very little Sunday work. I should say, almost none.

Mr. *Burt*.

23,508. Is this short notice, the minute's warning as you have just called it, usual in Scotland?—I believe it is.

Mr. *Burt*—continued.

23,509. And it seems to be approved of on both sides, is that so?—As far as my knowledge leads me to go in the engineering trade, I believe, it is approved by both sides.

23,510. With regard to the inquiries as to accidents, I believe there is a good deal of dissatisfaction existing in Scotland in connexion with the present system?—Yes, there is. There is no doubt about it.

23,511. I found that in mixing amongst the men, and, I think, we may take it from your knowledge that among the class of workmen there is a good deal of dissatisfaction?—Yes, I am sure there is.

23,512. They want a public court of inquiry?—Yes. I am sure, I speak on behalf of the general body of the working classes in Scotland when I say that they are desirous of having a public court of inquiry into accidental deaths. As you know, there was tacked on to the Act for some time something about sudden deaths and accidents as well, but, I think, it would be better to separate the two, and say simply as to accidental deaths.

23,513. I suppose as a matter of fact now there are many cases in which the public know absolutely nothing about it?—Many, many cases. In the case that I referred to in my own evidence here, there was no doubt we had to spend a lot of money, and after we spent the money and got into the Court of Session, the very Procurator Fiscal's evidence was the evidence that would have won so far as we are concerned. Now, the other week, just a fortnight ago, there was a boiler explosion inquiry in Glasgow. There was a public inquiry at what was known as Mr. Higginbotham's mills, and I should say that that is a case where there ought to have been a public inquiry, and there was. That gave satisfaction, but I suppose the Procurator Fiscal would have had it in his power to say that there should be no public court at all, but in that case he decided that there should be, and all we want is to say that it should be so all round.

23,514. I suppose it would be only in cases where a good deal of public attention has been attracted to a case, and where it is of a very serious nature, that there is a public inquiry now?—Yes, that is the case; that is what I refer to when I say it is such as the blowing down of that mill that took place some years ago, and the turning over of that ship that I referred to. It is in such cases where public opinion is in favour of a public court being held, that it is held.

23,515. In meetings of employers and workmen, resolutions have been passed appealing to the Government to alter the system; is that so?—Just so.

23,516. And has anything been done of a more united kind by all the trades? Have they taken any joint action in Scotland?—No, they have not taken any joint action at all further than going to Trades Union Congresses all over the country for a great number of years. All the workmen in Scotland I think with one voice have spoken of the necessity of having the public court of inquiry.

Mr. *Burt*—continued.

Mr. *Trow.*

23,517. With regard to the eight hours, why do you single out the railway men and miners for legislative enactment, and state that you think the general trades could best settle the differences between employers and workmen?—With regard to the railway men and the railway system, generally speaking I am of opinion that as far as it goes that is a system that may be said to be running all the 24 hours continuously, whereas the general trades of the country are not running the 24 hours; and I think that in any trade at all, where they are running for the 24 hours it would be a simpler matter to work an eight hours' shift than to work an eight hours' shift where trade is not continuously running for 24 hours.

23,518. But the miners do not run the 24 hours?—They do not do it, but I think in a general sense all over the country it is thought that eight hours is quite long enough for men to be underground, and the miners themselves to a very considerable extent, I daresay, are in favour of that. Hence the reason of my singling those out.

23,519. But is not there a danger, if you recognise the principle of legal enactments so far as adult labour is concerned, in either of those industries, that it would be applied to the others?—No, I do not think there is any danger at all there, because it can be shown that the miners calling is of a very dangerous character compared with many of the other trades of this country, and railway service is the same—of a dangerous nature.

23,520. Did you read the report of the Miners Congress last week?—No.

23,521. Then you did not see that there was a difference of opinion among the miners' agents as to what the eight hours should be?—I know generally that there is a difference of opinion with regard to the miners' agents, because in some parts of the country they are in favour of the eight hours, while I suppose in a great many others they are not in favour of it. I am aware of it without reading the report at all.

23,522. We had a witness here who said he would agree to eight hours from bank to bank, and he maintained it before the Congress. Could you tell the Commission what the result of the adoption of the nine hours was upon the trade, so far as finding employment for the unemployed was concerned?—As far as my own trade was concerned, and I will only speak of it now in reply to your question; you are aware that we wrought 10 hours, and the hours were reduced from 10 to 9; and I unhesitatingly say that while the hours were reduced from 10 to 9, the work was not correspondingly decreased, that is to say, the same amount of work, if not more, was done in the 9 hours than what was done in the 10. That I believe.

Mr. *Trow*—continued.

3. Then the adoption of the eight hours of nine, on the same principle, would l any employment for the unemployed —I am not so very sure it would.

4. But experience would lead you to clusion; is not that so?—Quite so.

Mr. *Hewlett.*

5. You spoke as to the regulation of ces; did you mean as to the number of ces in proportion to the journeymen?— do not have any regulation in our trade.

6. I do not think you gave the proportion hem in your Society. Have you formed what the proportion should be?—No, formed none at all.

7. You also say that you thought now employers would be willing that that e regulated by your Society, because the ces went from one works to another How can they do that if they are bound

Mr. *Hewlett*—continued.

by indentures of apprenticeship?—With regard to that there is no indenturing of apprentices in Scotland now. There may be a few isolated cases, but I do not know at the present moment of a single indentured apprentice.

23,528. Then I think we have got rather a wrong idea about it; there are young men learning their business not being bound; is that so?—That is so; not being bound.

23,529. Then one question with regard to the eight hours underground, bank to bank; have you formed that opinion from having been underground yourself?—No, I have never been underground.

23,530. Then I think that would be sufficient. One question as to the month's notice to which you alluded; do you advocate that for all trades or only for your own?—I would not advocate it for all trades at all, because I think those matters ought to be left to the workmen in their own trades, and the same with us.

The witness withdrew.

Mr. JOHN INGLES called and examined.

Mr. *Dale.*

1. You are the general secretary of the ed Blacksmiths' Society, are you not?—

2. That is a society which has its head- in Glasgow, is it?—Yes.

3. What class of workmen is eligible for ship in your Society?—All sections of ksmiths' trade; engine, shipping, jobbing, le-iron smiths.

4. Shoeing-smiths?—We have a few, but not cultivate having shoeing-smiths. ve a separate society of their own.

5. Strikers?—No.

6. And over what district does your operations extend?—Over all the centres in Scotland; two or three in England; and two in Ireland. and Londonderry in Ireland; White- Barrow, and Newcastle-on-Tyne in

7. And about how many members have bout 2,440.

8. About how many do you suppose for membership in your Society in the in which your Society has members, are bers?—Very few.

9. Very few are not members?—Very not members.

10. Are the hours of labour pretty uniongst the various classes of blacksmith of your Society?—The hours of labour rm all over our district, that is 54 hours . I may say, however, when I joined le first we used to work 60 hours a nd I may go further, and say we wrought per day, on Saturday to 6 o'clock as a number of shops in Glasgow. Then alternate Saturday we had a short day, at 2 o'clock. That three hours had to up during the course of the fortnight.

Mr. *Dale*—continued.

In 1866 the hours of labour were reduced from 60 to 57 hours per week. There was a difficulty arose with the employers at that time, which lasted from the 28th of May to the 15th or 16th of September. A general lock-out took place on the Clyde, and I may say that the difficulty was principally over the question of having the reduction of hours without any reduction in wages. The Society which I represent was prepared to have accepted the reduction of hours, and waived the question of wages at the time, but the great body of the workmen in connexion with the different sections of trade were opposed to it, or a majority of them, at all events were, which led to that lock-out. To my Society at that time that lock-out cost 3,023*l.* (*Table of amounts paid in donations and strike benefits handed in. See Appendix* 49.)

23,541. What was the result?—The result was that the men resumed work on the 57 hours a week system, and they sacrificed the wages.

23,542. A corresponding reduction in wages was made?—A corresponding reduction in wages. The men were paid by the hour, and it, of course, brought about a corresponding reduction in wages.

23,543. Since then there has been a further reduction of three hours?—From 1866 to 1872 the hours continued at 57 hours per week, and in 1872 there was a reduction to 51 hours per week. From 1872 to 1878 the great bulk of our trade in Scotland were working 51 hours per week. Of course I may state to you that several attempts were made, isolated attempts, that is, to have the hours extended from 51 to 54 during that period, but they were all unsuccessful.

23,544. But in 1878?—In 1878 a very serious depression of trade came on and on the North

Mr. *Dale*—continued.

British Railway Company, Mr. Drummond, then being manager and locomotive superintendent, enforced an extension of the hours from 51 to 54 on the *employés* at the Cowlairs Railway Works in connexion with the railway company; and, after a resistance, lasting over a considerable number of weeks, the men accepted the extension of 54 hours.

23,545. And it has since continued?—The City of Glasgow Bank failure took place just about that time, with the result, through the great depression that followed, of there being a general extension all over from 51 to 54 hours, and now 54 hours has been maintained.

23,546. You have told us how, when the hours were reduced from 60 to 57, a strike took place, and ultimately a reduction in wages corresponding with the reduction of hours was accepted by the men?—Yes.

23,547. Now, when they were reduced afterwards from 57 down to 51, was there a reduction in wages?—Yes.

23,548. When they were increased from 51 to 54—— ?—There was no increase in wages then.

23,549. Was not payment made by the hour?—Yes.

23,550. Then when the man who had been paid for 51 hours came to be paid for 54, did not he get more payment?—Yes, but he gave a larger measure of work; he worked longer.

23,551. But he got paid for the three hours?—Yes, he got paid for the three hours.

23,552. Is overtime much worked now?—No; we discourage overtime as much as possible, and I do not think that the employers, unless it is a case of real necessity, care about overtime any more than we do.

23,553. Have you anything to say about the sanitation or inspection of working places?—My experience as a blacksmith is that employers, as a rule, do not give sufficient consideration to the ventilation of shops and the comfort of the blacksmiths. It is a common saying that they usually think any place is good enough for a blacksmith. Now, owing to the heat that they have to put up with, and the physical exercise which is required in discharging their trade, I think that they might have considerably more comforts extended to them in the shape of improved conditions of their workshops than they have; but I am pleased to say that where there are any additions and alterations being made more attention is given to sanitation and the consideration of the blacksmith than was previously given.

23,554. I ought, perhaps, before passing as I did from the hours' question to the sanitation question, to have asked you whether your Society has passed any resolution with regard to any legislative limitation of the hours of labour?—No.

23,555. No vote has been taken on it, has there?—There has been a vote taken, but the vote was a very small one; there were only some 400 or 450 or 500 who voted on the question altogether, and by a small majority those that

Mr. *Dale*—continued.

did vote were in favour of legislation with regard to the restriction of the hours of labour.

23,556. When was this vote taken?—About three years ago.

23,557. And one has not been taken since; is that so?—Not since.

23,558. Do you desire to say anything about the apprenticeship system?—The apprenticeship system does not trouble us very much. There are very few shops which have any number of apprentices. My own experience, working at the fire for about 20 years in Glasgow, is that I only have seen three apprentices in the different shops that I have been in during that time. Our trade is very peculiar. An apprentice requires the same accommodation, in regard to room, as a journeyman does, and he requires some one to assist him, who has got to be paid. He is sending fuel up the funnel of the chimney, and sometimes destroying iron, which all means money, and as a rule the employers, unless they duplicate work and dies, do not care about having apprentices. The supply comes from the country blacksmiths. I believe that about 90 per cent. of the blacksmiths in Glasgow and on the Clyde and in the other large centres are drafted in from the rural districts.

23,559. Where they have been jobbing blacksmiths?—Serving their apprenticeship as country blacksmiths.

23,560. You have told us of the strike that took place in 1866 in connexion with the reduction of hours from 60 to 57. Have you had any recent strike of importance?—We have had recently, unfortunately, one or two disputes, but generally we are very free from disputes. During the past eight years I may say that we have been on very friendly terms with the employers all over the country, and any difficulty we have endeavoured to settle amicably without coming to a dispute. But in September of last year we had a difficulty with the firm of J. and G. Thompson & Co., at Clydebank. They had changed their foreman. There were three different foremen during the year 1891, and the last one, shortly after he took up his duties commenced to make a division of the labour. We had a piece-list, which was prepared by the manager of that firm and myself in conference in 1884, and any advances or reductions that took place was just so much percentage on or off that piece-list. This foreman was giving out the portions of the work on certain jobs where there was little weight and all labour to the men. The portions connected with that particular class of work that were all weight and no labour he was giving to two or three apprentices that were in the shop, and the result was that it meant to the men who were on the job a reduction of about 25 per cent. The men approached him and desired to have the work done by time (it was done by piece-work), seeing they could not come to any agreement with regard to the price. He told them "No," that the work must be done by piece and done at his prices, or they could go to the gate. The whole of the men, of course, struck work on the 29th of September, and some

Mr. *Dale*—continued.

iron-turners, millwrights, pattern-makers, smiths, and men engaged in the general construction of steam-engines and tools generally.

23,581. Are not those the same classes as are eligible for membership in the Amalgamated Society of Engineers?—Yes, the whole of them are eligible.

23,582. Then, in fact, your membership would include the same classes as their membership?—Yes, only we have restrictions that they have not. We do not take in men out of the branches of the cotton trade, spinning trade, and woollen trades machinery, and so on.

23,583. About how many members have you?—6,000.

23,584. And over what districts does your membership extend?—We have on the whole 97 branches, 94 being in the United Kingdom; we have one in New York, one in Montreal in Canada, and one in Brisbane in Australia.

23,585. The United Kingdom includes Ireland, probably?—It includes Ireland. We have two branches in Ireland.

23,586. When was your Society established?—In 1824.

23,587. And it has had a continuous and unbroken existence since then?—It has existed continuously since 1824.

23,588. Of course as yours is not by any means the only society admitting into membership persons following the occupations that you have named, one can hardly institute a comparison between the number of persons in employment who are members of your Association and those who are not; at any rate, those who are not may very largely be members of the Amalgamated Society?—Yes. If the tables were compared between the Amalgamated Engineers and our own Society it would be found that there is always a proportionate number, or an equal percentage of them in the two societies. They may have a higher percentage than we have, but the proportion between the two who are out of employment is much the same.

23,589. About what proportion would you assign to each?—That would be rather difficult. I have the percentages here in a report for a number of years (*see Appendix* 50).

23,590. However, it does not matter. You desire, I think, to tell us the contributions of your members?—The contributions and the benefits are briefly these. Members pay a contribution of 1*s.* per week, and the members out of employment get 10*s.* a week for the first 14 weeks, 7*s.* a week for the second 14 weeks, and 4*s.* for the 24 weeks following. If a dispute arises, or a strike or lock-out, with the consent of the council, and the men cease work, they are entitled to 5*s.* a week extra to the above benefits. In case of sickness they are allowed 10*s.* per week for 26 weeks, 6*s.* for 26 weeks, and 4*s.* per week for the remainder of the sickness however long it may continue. The superannuation or old age benefits range from 6*s.* to 10*s.* per week, according to the length of membership. The funeral benefit is 12*l.* for members and 6*l.* for a member's wife. If on travel in search of employment, 6*d.* per night for bed-money in addition to unemployed benefit, and, if sent to a situation, railway fares are paid by the Society. Pattern-makers losing their tools by fire are compensated up to 5*l.* Benevolent grants are from 1*l.* to 3*l.* in case of distress. We have further provision that when a member leaves a trade and goes into another business he can pay a contribution of 2*s.* 6*d.* a month, and that will entitle him to the sick and funeral benefit only.

Mr. *Dale*—continued.

23,591. You desire to put in, and do now put in, do you, a "Table showing the total cost for "donation to unemployed members, railway "fares, and travelling allowance to members in "search of, or going to, situations; also total "expenditure on account of contingent benefit, "from 1875 to 1891, with the average cost per "member, based on the number of members in "the Society at the end of each year."?—Yes, I put that in with the object of showing the periods of depression and activity in the engineering trade (*see Appendix* 50).

23,592. This table gives the number of unemployed members each month for the past 24 years?—The percentage of total payments and the total cost per member per annum. These tables (*handing in the same*) show that a serious depression existed in 1868 and 1869; but 1870 showed a revival, and activity was maintained till the autumn of 1877, when a decline set in, and it was very acute in 1878 and 1879. After that trade improved till 1884, when slackness again showed itself, and this lasted till 1887. After that trade improved and has been well maintained till recently, as in 1890, we had only a little over ½ per cent. of our members out of employment, 1⅝ per cent. in 1891, and at the present time it is about 2 per cent.

23,593. What is the experience of your Society as to the fluctuations in trade and the employment of its members?—We find that there are periods of activity when we are unable to supply members in sufficient numbers to fill vacant situations, and at such times overtime is extensively resorted to to complete work on hand. At other times, we have felt the depression to be so acute that the claims of unemployed members have been in excess of our income, and as a consequence made serious inroads on our accumulated capital with the result that extra contributions have had to be paid for the purpose of meeting members' claims for the time being.

23,594. Then your experience of periods of activity is that unemployed members are then drawn into employment so that the overtime that may be wrought does not exclude from employment any of your members?—No, there are periods when the demand for men is so great that we cannot supply them, and as a natural consequence many have to work overtime to complete work.

23,595. In some industries it has been said that in a period of activity the extra work that it is sought to turn out is so turned out entirely by overtime, and that a large number of men must still remain without any work at all, but

Mr. *Dale*—continued.

that is not your experience?—It is during slack times of which we complain when a firm may get an order, and they would agree to complete it in a specified time, and will work their men almost night and day till the job is completed. Then afterwards they discharge the men. Taking the last three years I estimate that overtime has had to be worked from the simple fact that men could not be found in sufficient numbers to complete the work in the time.

23,596. What effect has the depression or activity of the engineering trade upon the wages and the working hours of your members?—The effect of good and bad trade upon the hours of work and wages of members varies according to the districts. In Lancashire and the Midlands generally, wages have not differed more than 2*s.* per week as a rule, but in some cases 4*s.* per week. In Lancashire where the trade is well organised, an advance of 2*s.* per week was secured in 1872, and the year previous the hours had been reduced from 57½ and 58½ to 54 per week. The advanced wage was maintained till 1879, when trade was so bad and there were so many out of employment that we had to submit to a reduction of 2*s.* per week, the hours remaining the same. In 1882 the 2*s.* was again secured, but taken off in 1886, but recovered in 1888. In some places a further advance of 2*s.* per week has been secured, and the hours reduced to 53 per week. In shipbuilding centres, wages of engineers fluctuate between 3*s.* and 6*s.* per week in good or bad trade, the depression or activity being more marked as a rule than in inland towns.

23,597. Does the 2*s.* named as the rise and fall in wages apply to all places?—No, it applies to districts where the trade is well organised, so that care is taken to see that members secure the standard minimum rate, and employers generally know that we refuse to supply men for less, whilst as a rule non-society men, decline to start at a lower rate than that fixed by the Society. The only exception to this rule was in 1879 when it was afterwards found that men had started at 2*s.* per week under the average, so that in these cases the wages were 4*s.* per week under those usually paid.

23,598. What do you desire to say further than you have already said, about this table of unemployed?—I would like to have this printed as an appendix to the evidence (*see Appendix* 50), inasmuch as it shows the state of trade, gauged by the unemployed, for some 24 years past, while the percentage of the whole of the members is given along with the table for expenditure. There were a number of causes why the number of strikes was so numerous in 1879, many being the attempts to encroach on the nine hours at collieries, ironworks, and small engine-shops, which was in all cases strenuously resisted by our men. The chief cause, however, was a strike in Liverpool and one in London, where attempts were made to reduce wages 3*s.* per week at marine-engine firms. Previous to this, reductions had been accepted in other localities of 2*s.* per week, so it

Mr. *Dale*—continued.

was felt that to accept the demands of Liverpool and London employers would lead to a second reduction in the former places. As a protection against this, we entered into a hopeless struggle, and spent a large sum of money, but the object of preventing a second reduction was attained, whilst the lesson was not lost at Liverpool or London, as we have not had any dispute of a serious nature at these places in the interval. You will see in the table* that in 1887 the number of unemployed increased suddenly, and the cause of that was a dispute that we had in Bolton, and for six months we had 4 per cent. of the Society's members out on strike. When wages were reduced in 1886 a verbal promise was made that with the first improvement in trade the 2*s.* should be returned. As our returns showed less members out of employment each month, and those in Bolton were pressed to work overtime we considered the time had come for the fulfilment of the promise; the employers did not agree to this, and a strike was the result, the strike costing us close on 3,000*l.*

23,599. What was the result of the strike?—We must admit that the men broke away to an extent from us, and agreed to refer the matter to arbitration, and the result of the arbitration was of a very unsatisfactory nature. The arbitrator gave in a verdict against the men, to the effect that the state of trade in the two periods did not warrant the rise, and the result was that the old rate of wages was to remain, whilst our figures proved conclusively that the state of the labour market was far different in 1886, from what it was in 1887, when we commenced the strike.

23,600. Then the strike was to recover a certain reduction in wages paid in the previous year, was it?—Yes.

23,601. The ground on which you sought to recover it, being that there had been an understanding that on an improvement in the trade it should be restored and you thought the improvement of trade had come?—Yes; by the comparison of the number of the unemployed men that we had in the two periods. It did not affect our trade alone. It affected moulders and boiler-makers as well as amalgamated engineers and other sectional trades, and when the wages were reduced in 1886 on the ground of bad trade, the four leading societies in the iron trade, Boiler-makers', Moulders', the Amalgamated Engineers', and our own Society had a total membership of 96,000. We had 18,151 either out of employment or in receipt of the Societies' benefits. When we asked for the advance of 2*s.* to be given back in 1887 we had but 12,920 men, that being a reduction of about 7,000 in the two periods, and we thought that justified us, whilst trade was generally improving throughout the country, in asking it back, but the employers did not agree to it, and the strike, of course, was the result.

23,602. Has your Society taken any steps to prevent overtime, or to prevent its being systematically worked?—It has. When the last reduction of 2*s.* per week took place, in 1886, it

* Handed in at question 23,592.

Mr. *Dale*—continued.

was stated to be on account of slackness, so it was decided, if this were so, not to work any overtime, except on breakdowns or repairs, but if the 2s. were returned, then the restriction would be removed. The Bolton strike was the outcome of this, as members were pressed to work overtime on new work, but refused, and a threat to enforce overtime on any class of work eventually led to the strike. Apart from this, we fix a tariff for overtime, ranging from time and quarter to double time, which has a tendency to reduce the overtime worked.

23,603. Does your Society seek to define any proportion of overtime as being right, or does it confine itself to generally seeking to discourage systematic overtime, or does it definitely prescribe or seek to prescribe a proportion of overtime?—They generally treat it according to the district or class of work on which the men may be engaged. In a locality where there may be systematic overtime then, of course, they put as heavy a tariff on as possible; but there are other localities where it is compulsory because of breakdowns and repairs to machinery and stationary engine-work, and as a rule then there is one standard for that particular district, but it varies according to the localities.

23,604. I think, as regards the Amalgamated Society in some district or another, they sought to prescribe 18 hours a month, or some such arrangement?—Yes, that applies at the present time in only two districts. The restriction is as to the total number of hours to be worked in overtime in Newcastle and the Hull district.

23,605. Have you many members in Newcastle?—About 500 on the Tyne and Wear.

23,606. Is your action and that of the Amalgamated Society generally taken in conjunction or in consultation?—As a rule, if it is for an improvement of the workmen's condition, it is so. There are times when we differ from them, but it is something like domestic quarrels, and when outsiders interfere we unite.

23,607. But if a question arises with regard to seeking to vary the hours or to reduce the wages would you consult and act in concert?—Yes.

23,608. In the disputes which have recently existed between the amalgamated engineers and the plumbers have you been concerned?—We have been affected, but we were not favourable to the strike taking place. We were simply forced into it for the want of numbers, not having sufficient numerical strength to maintain our position.

23,609. Were some of your members just as much concerned in the question of the apportionment or demarcation of work as those of the Amalgamated Society?—Yes, equally so, but with this difference, that wherever we have these disputes, or where the question has arisen as to demarcation of work, we have always advised conciliation or a mutual settlement between the two contending bodies, and we have not wished it to lead to a strike similar to the one at Newcastle.

23,610. Has your Society joined the Federation?—Yes, the Federation of the Engineering and Shipbuilding Trades.

Mr. *Dale*—continued.

23,611. Has your Society in the engineering trade effected any improvement in the working hours or wages?—They have. In some parts of Lancashire wages for artisan engineers have advanced 4s. per week within the past 21 years, and hours reduced 3½ and 4½ per week. On the north-east coast even a greater advance in wage has been secured in the same period, and the working hours reduced one hour per day. The societies have also secured higher rates for overtime, better terms for outwork, and prevented excessive reductions in wages during times of depression, and then in times of revival took the earliest opportunity of again securing any concession they had previously lost. In addition to this, material assistance is rendered by the Society to its members in assisting unemployed members and removing them from low paid to higher paid districts.

23,612. Then, comparing the present conditions with those of, say 20 years ago, what do you say?—The men are much harder worked and kept under closer surveillance, whilst the preference for young and strong men is very marked, rather than men of mature years, ability, and experience, and the need for spectacles by a workman, in many firms, results in his removal. Improved appliances and machinery have led to a division of labour that does not give the youth or apprentice an opportunity of learning the trade or making such an experienced or general workman as was the case 20 or 30 years ago.

23,613. Is there any difference, within your experience, between employment by private firms and employment by companies?—Yes, the difference is generally in favour of private firms, where the employer comes in direct contact with his workmen. In companies this is not the case, as they relegate the supervision to a manager, who has not the same interest as an employer, whilst the excessive number of officials, as a rule, taxes the cost of production, and the workman suffers in consequence. In the case of railway companies, some pay less wages than the standard, have an excessive number of apprentices, and in nearly all cases refuse to engage new men who are over 40 or 45 years of age. The latter complaint also applies to the Government, as they will not start men over that age, whilst young men who have served their time with them have a difficulty in getting the full rate of wages. In addition to this, workmen at the Royal Dockyards are paid off at 60 years of age, no matter what their fitness or abilities are, and the result is that those men then become a tax upon our funds for the remainder of their days, and many of them are smart, able-bodied men. It is a great hardship.

23,614. Would many or most of these men be entitled to superannuation?—From our Society, but not from the Government.

23,615. I meant from the Government?—No.

23,616. Would any of them?—A portion of them would. I think I touch rather more broadly upon that question later on, but if you like I will give it now.

Mr. *Dale*—continued.

and others may engage him, and on the character being sent afterwards, he may be sent off if it is not satisfactory. If there is a dispute in any particular locality greater care is exercised by employers in engaging the men. In time of peace, if I may so term it, they are not so particular.

23,627. Does any printed form of character-note prevail, or have you ever seen one?—Yes, I have seen one, that is called the model inquiry-note, and if I had been requested I should have brought a copy of it. There is nothing on the face of it which is objectionable. The questions are: What wages did he receive, and why did he leave his employment? We are given to understand that in those cases, if the cause for leaving his employment is a strike or lock-out, it is put in red ink, and by a mutual understanding the man is refused employment.

23,628. In the copy you have seen is there any specific inquiry, such as, "Has he been a stirrer up of strife"?—No.

23,629. Or anything of that sort?—No.

23,630. Then what do you think would be reasonable or better in any respect than the present system? Is it that you think the note should go through the man himself; or what is your suggestion?—If I might make a suggestion, though I am afraid it would not be accepted, it would be that it should be compulsory for an employer to give a character to the man himself. The application for a character is not general. We have a number of firms who do not send for characters; it is only in the large centres and the larger firms that the greater is the liability for the application of the character-note.

23,631. What do you desire to say about inspection of workshops?—The reports that we have generally from our members are to the effect that they rarely see one of Her Majesty's inspectors, but, I think, many of the duties of Government officials might be performed by local sanitary officers, and more frequent visits by the local officer would tend to improve the sanitary arrangements, such as closets, lighting, and cleaning. Many of the windows in workshops when broken are not replaced for long periods, and the draughts in consequence cause many to come on the sick fund. The windows in many cases are either of very thick dull glass, or are rarely cleaned, and, as a consequence, artificial or dim lights tend to impaired vision, with spectacles in its train, and then a difficulty in getting other employ from that cause.

23,632. It has been stated to us on authority, that the duty of seeing to the sanitation in workshops really rests upon the local sanitary authority, and not upon Her Majesty's inspectors, were you aware of that?—No, I was not, that may be so in the large centres, or the large towns, but not in the rural districts.

Mr. *Austin.*

23,633. In the amended Act it is so?—That is an Act recently passed.

Mr. *Dale.*

23,634. Yes?—If you go into some of the rural districts where there are small workshops, there, of course, the local officers are very limited in number, and consequently, the work is neglected. In the larger firms we have not much to complain of, and it is mostly in these country firms where there is the dull glass, and the dark and broken windows which affect members' eyesight.

23,635. What do you desire to say about wages in the Government dockyards?—At times, efforts are made to secure men in our trade at some of the dockyards at a less rate than the average, and the Society does not allow its members to accept them. As I said a short time ago with regard to the establishment principle, that is the deducting of 2*s.*, a man is entitled to a pension, that is a very great grievance with a number of them, the more so as the principle of being discharged at the age of 60 years of age is in operation. We have men that have been drawing superannuation benefit for 8 or 10 years, and they are practically good healthy strong men to-day, and yet the Government has forced them out of their employment at the dockyard at the age of 60, simply because it is the rule of the establishment. There is another little matter I should like to mention. By a recent order from the Admiralty the superintendent of the dockyard is vested with power to pay chargemen 6*d.* and 1*s.* per day extra for charge-money according to their responsibility, yet, at some of the dockyards no chargemen have received the 1*s.* per day extra in the engineers' department up to the present time.

23,636-9. You do not object, do you, to their paying charge-money, but you object to its not appearing to be done uniformly?—No, it is not done uniformly. It is a recent order that was given by the Admiralty, and that has been a grievance. There has been a committee of inquiry, and they vested power, as I understand, in the chief engineer at some of the various dockyards to pay the charge-hands (that is, men having control over an individual number of men) 6*d.* and 1*s.* a day extra. In the case of one of the dockyards it is reported that, although there are a large number of them, not one has received the 1*s.* per day extra yet; a few odd ones get the 6*d.*, but preference seems to be given to the shipwrights' department, where the 1*s.* is lavishly distributed; but as far as the engineers are concerned, they seem to be out of favour with the Admiralty at the present time.

23,640. Is there any other point on which you want to volunteer evidence, or have we travelled over all the ground you indicated?—I would like to volunteer a little further evidence, and that is upon the point that Mr. Cherry spoke of this morning, with regard to the plumbers' dispute.

23,641. We rather gave Mr. Cherry to understand that only one witness, namely, Mr. Glennie, was going to give evidence upon the subject of the dispute between the plumbers and fitters, and therefore the plumbers were permitted to send one witness only?—I do not

Mr. *Dale*—continued.

enter into any conflicting statements; wish to speak with respect to one ich he dropped. He said he thought s a desire on the part of the amalga- ngineers to crush out the plumbers. I think that is so. Individuals may have vor.ls in that direction, but I think that of that magnitude is deserving of more ıd should not be charged with an at- crush out a small organisation like that. society, have had the same difficulty ımbers in other localities, but we have a more rational course, and we have in- on the men themselves settling disputes. d not allow the employers to be harrassed tes when it was simply a question of arcation of work. As an instance, in we had disputes with boiler-makers, who ing work, and we sent instructions, a good number of members in that that they should meet in conference, ith the boiler-makers, to confer with o the class of work that should be done body, with the result that each society signed an agreement, and we had no ı of work. The dispute Mr. Cherry to, at Barrow, was somewhat similar.

2. That was a dispute between the en- ınd plumbers?—Yes; because our mem- a rule, were affected. Although we were enting parties to the Newcastle dispute it something like 1,800*l.*, but we were in- in the one at Barrow, with the plumbers, demarcation of work. We had a strike t a week there, and because our members ting in opposition to our instructions, re refused benefits.

3. Was your Society not a party to the ıce and arbitration at Newcastle, because ımber of members was so small?—No. case of the first arbitration that Mr. alluded to, we had but, I think, four s at the yard where the strike took

4. Is that Stephenson's or Palmer's —Stephenson's, I believe it was. Pal- as the second one. When that took e had but four members, and we heard at they had adopted the conciliation f the two societies meeting and framing to the classes of work, and this was the of it. Then, after this was adopted, we hat there were rumours in the workshop ey were going to contest this with the Palmer's, and then that led to the second

5. Had you any members at Palmer's?— had a number.

6. And why were you not parties to the ions, or arbitration, or other proceed- We were not consulted after the dispute e days before the arbitration court was and the reference was agreed upon and letails settled.

7. But it does come to this I suppose, e proportion of fitters who are members

Mr. *Dale*—continued.

of your Society at Palmer's was small as compared with those who were members of the Amalgamated Society?—Yes, in Palmer's they would be.

23,648. And that would be the reason?—Yes.

Mr. *Burt.*

23,649. With regard to the point on which you touched lately, of your bringing pressure as far as you could to bear upon your own workmen to adjust their differences, such differences as there are with other classes of workmen, could you give any specific cases in which that has been done?—Where we have insisted upon the demarcation of work?

23,650. Yes?—The case in point is the case of the boiler-makers at Cardiff.

23,651. That is the case you have just referred to?—That is the case I have just referred to where we have insisted upon it, and here is the code of rules which exists between the two (*handing in the same*). The same was applied and acted upon at Barrow. There is no doubt that the plumbers had encroached upon the fitters' trade, and apart from that we always think that the best plan is to settle disputes of that description between the two bodies, and not let the employer be put to inconvenience by disputes between two trades.

23,652. Then I gather from the opinion you have already expressed, that the course would be for what we may call the parent association or chief association, to act in that way, and if a branch should refuse to abide by decisions that may be given, and the central body disapproves of the branch's refusal, to follow that up by refusing to support the branch that so refused to take the award?—You are quite aware that the power of forcing a decision depends upon the amount of power the governing body have to put that into operation. I believe that as to the dispute on the Tyne, if there had been a stronger government and it had sufficient courage it would not have reached the stage at which it arrived. It depends upon the constitution to my mind of a society as to what power they possess and how they can enforce it. Take the case of our own Society and its governing body. The majority of societies have what is termed a local council who meet at a week's or a fortnight's interval or whatever is required, but they are only a local authority. In our own case we have every three months a quarterly meeting or a general council with different representatives from the Society, and if the branch defies the authority of the local council, we at once call in this body which has representatives from branches all over the country, and that gives strength to their decision. That would be the course we should have adopted with regard to this particular dispute if we had had the control of it.

23,653. The opinion of the executive I imagine, should be logically followed up by withholding support if a branch refuse to abide by a decision that may be come to?—In all

Mr. *Burt*—continued.

perfect organisations they possess that power and are able to enforce it.

Mr. *Trow.*

23,654. I think of late years you have extended your membership outside engineers, have you not?—Yes. Up to 15, or say 20, years ago, going back beyond 20 years even, I should imagine that not more than 10 per cent. of the total strength of our members were employed outside the manufacture of steam-engines or tools, that is in the construction of engines. At the present time as you have seen the extension of the use of gas-engines, finds a large employment for members, and there is again agricultural implements; then there is after that the electric light; then the cycle trade finds work for large numbers of them, and then if you take into account the manufacture of war material, such as war vessels, ordnance, and the like, and war material generally, I should think that there is 16 per cent, if not even more than that, of our members who are employed in the manufacture of engines of destruction either in the shape of war vessels or ordnance works.

23,655. Do you know of any objection on the part of any of the employers to workmen being members, or foremen being members, of your Association?—Yes, many firms that are connected with the Employers' Association will raise that objection, but they bring moral force to bear upon foremen, whom they promote. But if you take the railway companies it is a part of their engagement that the foreman has to give up connexion with the Society; no matter what length of time he has been in their employment he has to give up the Society, having been, perhaps, 20 years a member, and may have taken very little interest in its work, yet he has to give up the Society or he cannot have a position on the railway. The railway companies are about the most difficult we have to deal with, because the managers, as a rule, are not approachable, and will not meet society officials, while other employers, and very large employers of labour too, will meet the workmen's representatives; but the managers of railway companies, as a rule, totally ignore them, and will not receive them.

23,656. The condition of employment on a railway is that the man must be a non-society man?—As a foreman, not a workman. The company cannot put that in force as regards workmen.

23,657. With reference to the Government dockyards, is 2*s.* a week less paid to all engineers who belong to the establishment?—There is some kind of graduated scale. I have not the exact details by me, but speaking broadly it is 2*s.* in the case of fitters or turners who enter on the establishment.

23,658. But is not the 2*s.* the maximum reduction?—Yes, I believe it is.

23,659. And 1*s.* the minimum?—But the 1*s.* refers to men getting less, something like 24*s.* a week.

Mr. *Trow*—continued.

23,660. What do they get in return for sacrificing the 2*s.* or 1*s.* on the establishment; what are the benefits altogether?—If they are 10 years or more in the Government employ they are entitled to a pension of one day's wage per week for the remainder of their natural life; if they are 20 years in it they are entitled to two days' wage.

23,661. But is there any sick fund?—No sick fund whatever in connexion with that.

23,662. Is there any holiday granted each year to the men?—Yes, I think they have a day on Coronation Day and the Queen's Birthday, and Christmas Day, I believe.

23,663. Do not they have a week or two weeks in the dockyards?—Not that I am aware of; no.

23,664. But they get payment for every day's holiday, do they not?—Only for those certain days, Coronation Day and the Queen's Birthday. There is about two and a half or three days in the year that they get paid for.

23,665. Does not the establishment guarantee to find them full employment during the whole of the year?—Yes, when they enter the establishment they are considered to be engaged on condition that they are always found employment, or if they are discharged then they receive some recompense.

23,666. That is, that in the case of a private firm with a higher rate of wage a man would be subject to all the fluctuations of trade, but on the establishment with a less wage, and 1*s.* or 2*s.* off, with the prospect of a pension he is guaranteed employment for a whole year?—Yes.

23,667. Whether he has anything to do or not he is paid?—The Government do not keep him there if there is nothing to do. They have always a big staff, I think it is called casual labour, or engaged hands, and so long as there is employment for engaged hands there is bound to be employment for the others.

23,668–9. I am not referring to the casuals, I am referring to the establishment. They are kept employed the whole of the year if they are able to work, whether there is any work for them to do or not?—They are kept, but there is always work, I can assure you, because they keep on those engaged hands for whom there is plenty of labour in the interval.

(*Mr. Trow.*) We have had a lot of evidence from the dockyards by the members themselves about it.

Mr. *Dale.*

23,670. If there was not work for them they would still be paid?—Yes.

23,671. But, as a matter of fact, they are always found work?—Yes.

Mr. *Trow.*

23,672. In the case of men meeting with accidents what does that 2*s.* provide for the widow in case of death or accident?—I could not give you the details of that. There is some compensation in the case of meeting with accidents. I believe it is half-pay, half-wage.

Mr. *Trow*—continued.

3. Does it provide 12 months' wages widow, and then compensation after-—I could not give you it with any y.

4. It would be as well to have all that in the comparison of the dockyards with firms.* How does the number of men d in the Government dockyard compare ose employed in shops of private firms? umber of engineers do you mean?

5. Yes?—I should say that it is in f the mercantile marine, for the class of at they have to take, because, if a vessel is ertain horse-power they are compelled to many engineers. They reduce the s to do manual labour, whereas in the ile marine an engineer can get his done at the port of entry, or port where o is discharged, as the case may be.

6. But the mercantile marine do not hose artificers?—No, each engineer is l to do temporary repairs, and then gets extensive repairs, and he gets to of the voyage the engineering firm does k.

7. You do not think then that it is there has been complaint of the excess of labour that they have reduced the of hands?—No, it is in consequence of opularity of the service. The prospects re held out to the men on entering the as artificers, were such as caused a to join when the staff was first created; ir discontent has been increasing for riod, and the force is getting less, and as uence they have had to increase it, they n the unskilled staff in the shop and kers.

8. Now to come back to the eight hours', has your Society expressed any opinion e legal maximum of eight hours a day? ook a vote in 1889 along with the other nd the members expressed themselves ost unanimously in favour of the eight ay. There were 1,429 for the eight hours vere against it. As for a legal eight hours' re were 629 for it, and 650 against it. On r hand we had 17 branches that refused d any votes by ignoring the request, we branches that sent their voting papers d would not record votes at all. Some out the fact that we have a rule which t no religious or political questions shall ssed at the Society's meetings, and they ed that to secure it by Act of Parliament ecessitate discussing a political question. lt was that nothing further was done, have not been called upon to do anyrther in the matter, and the parties that ad conversation with in the interval, on ng for a legal eight hours' day, explained y thought it would result in a declaration at similar to that adopted by the United I think in 1867, when they declared that

Mr. *Trow*—continued.

eight hours was a legal working day, but did not pass any Act to enforce it. They thought they would simply declare it as the law of the land, and that things would go on as before, and that they would have to work whatever hours were required.

23,679. They receive overtime after eight hours?—Yes, they work overtime as may be required.

23,680. What is your opinion upon the question of legal enactment?—Upon the legal eight hours' day my own personal opinion is, that it would be impracticable almost in the engineering trade, on the one hand, and it would be impossible on the part of the trade to adopt it on the other hand. If we are to have a legal eight hours' day, it should apply all over the country; let us have it apply to the legal profession, lawyers, doctors, and agricultural labourers. As far as I can gather, it can only be applied in factories where large bodies of women or men are employed; but if it applied to the men in the engineering trade, then would come the difficulty as to the working of overtime. In our own trade overtime is requisite in the case of breakdowns and repairs, because a large number of other workers may be waiting for the repair of an engine, machinery, or shafting, and if they were not allowed to work overtime, then of course the others would have to wait. As an instance, bearing upon the point, I may say we have had recently, in 1890, only $\frac{5}{8}$ per cent. of our total strength of membership out of employment. The returns that we received were to the effect that large numbers were working overtime, and if you make a calculation, say as to 6,000 members working one hour per night overtime, that would mean 36,000 hours per week for all the men. That would be 36,000 hours of overtime at the rate of nine hours a day, and it would require about 666 extra men to do the work the other 6,000 members were doing in overtime. We had, however, only an average each month of 38 out of employ, so overtime was compulsory to complete the work on a nine hours per day standard. If, therefore, a legal eight hours were enforced and no member allowed to work overtime, another 36,000 hours would be taken off, which would require something like 1,400 men more than we have to perform the work to be done. There is another point too that has to be looked at, and that is with regard to foreign competition. There is no one more than myself that has combated the theory that we have had foreign competition, but we find that in 1871 England produced in pig-iron more than the United States and five countries on the continent combined, by a million and a quarter tons of pig-iron alone. If we take the quantity for 1890, England manufactured 7,875,000 tons, whereas the United States manufactured 9,202,000, or 1,327,000 tons more than the United Kingdom. That is the excess. Then taking Germany, she has increased her pro-

* See questions 21,818, 23,727, 23,756, 23,774–5, 24,131, 24,166–8, 24,175, 24,200, 24,222, 24,272, 24,294–5, 24,311–3.

Mr. *Trow*—continued.

duction from 1,297,000 to 4,637,239 tons in 1890. If that is manufactured in pig-iron it must ultimately find its way, as to a portion of it, into steam-engines, and very possibly they will become our competitors, and consequently we must act cautiously, and see that we do not place too great restriction upon the industry of the country.

23,681. Is your Society in favour of arbitration and conciliation in connexion with disputes?—Conciliation, as I understand the term, would be for the employers and representatives of the Society to meet and settle disputes. That we are certainly in favour of, and we apply it. Frequently we settle disputes with employers that the public know nothing of. Arbitration I am afraid is not applicable to our trade. The issues are so direct between the bodies, it is yes or no, that it is only a trial of strength that can settle the question. We have had only two cases of arbitration during the 20 years I have been in office, and they have not been favourable at all.

23,682. In case you fail to agree, would you rather strike than submit to another party interfering? Would you prefer the test of strength to the test of reason?—The question arises whether you can prevail upon your members to take that course. When trade is bad employers will not listen to arbitration, and when trade is good our members do not care to submit to arbitration. It is a question which is to be successful, or which is to be defeated.

Mr. *Hewlett.*

23,683. I think you said that 2 per cent. of your members were at present out of employment?—Yes.

23,684. Does that percentage include those who are laid off by sickness and accident, or is it solely composed of those for whom there is a scarcity of work?—It is scarcity of work.

23,685. Does it include work?—No, a scarcity of work. We have another 2¼ per cent. in receipt of sick benefit.

Mr. *Dale.*

23,686. Before you leave the chair I would say that I think attention has not been sufficiently given by several witnesses to the Factories and Workshops Act, 1891, which contains provisions which, if fully known to them, would, I think, have had some influence upon the views they have expressed here both as regards the powers of the local sanitary authority, and also in regard to Scotland as to the right to claim a public inquiry in certain cases of fatal accident. To read the whole provision would be tedious, but I think it would be as well that those who are specially interested in the sanitation of workshops, should direct their attention to the provisions of the Factory and Workshops Act of 1891, and see from that whether it does not give more extended powers of appealing to the local sanitary authority for redress, than they may have been under the belief there existed. As regards Scotland I am sorry to see that Mr. Jack has gone, because there appears to be a provision with regard to Scotland. I notice, however, that Mr. Ingles is here.

Mr. JOHN INGLES re-called and further examined.

Mr. *Dale.*

23,687. This Act cannot make all the improvements you desire to see, but I think it provides for them to some extent. "In the "application of this Act to Scotland the "following modifications shall be made, namely, "Where a death has occurred by accident in "any factory or workshop a public inquiry "in open court shall be held by the sheriff, "upon the petition of any party interested, "and the sheriff shall forthwith advise the "district inspector under this Act of the time "and place of the holding of the inquiry, and at "such inquiry any relative of any person whose "death has been caused by the accident with "respect to which the inquiry is being held, "and the occupier or manager of the factory or "workshop in which the accident occurred, and "any person appointed by the order in writing "of the majority of the workpeople employed "in the said factory or workshop shall be at "liberty to attend and examine any witness, "either in person, or by his counsel, solicitor, or "agent, subject nevertheless to the order of the "sheriff"?—It should be compulsory.

23,688. You can demand a public inquiry?—

Mr. *Dale*—continued.

But we wish that it should be made compulsory without any party demanding it, and that the law should be assimilated to that of England.

23,689. Meanwhile why do not you avail yourself of it as it is?—It is only since 1891 that the Act has come into force.

23,690. It gives you something, but it does not give you enough, you think?—That is it; but there is another thing, and that is that it only applies to factories and workshops but not to construction and building and other matters of that kind, and still no inquiry is conducted, unless by order from the Procurator Fiscal, or unless an order from the Home Secretary is given.

Mr. *Austin.*

23,691. (To Mr. *Swift.*) Have you any federation agreement with the Amalgamated Society of Engineers?—No, not any further than the arrangement that if a dispute arises or question arises affecting the trade our committee meets theirs in the different localities.

23,692. You work harmoniously with their members, do you?—As a rule. There may be

Mr. *Austin*—continued.

differences in the shop, but the two societies, if it is a question of wages or any trade question, work in harmony.

23,693. Were you ever approached with a view to your entering the Amalgamated Society of Engineers?—Yes.

23,694. But you declined to do so?—Yes.

23,695–6. Have you any objection to state the reasons?—That scarcely comes within the province of the Commission, I think. We gave our views in print; at least our views were expressed in print afterwards, on the last occasion when we were approached. If you would care to have them personally I would supply you with a copy.

(Mr. *Austin.*) Yes, please.

The witnesses withdrew.

Adjourned to to-morrow at 11.30 o'clock.

FORTIETH DAY.

Commission Room, Westminster Hall, Thursday, 16th June 1892.

PRESENT:

MR. DAVID DALE (CHAIRMAN).

Mr. T. BURT, M.P.
Mr. A. HEWLETT.
Mr. E. TROW.

Mr. J. C. BOLTON, M.P., and Mr. TOM MANN (Group B.), the Right Hon. Sir J. E. GORST, Q.C., M.P., Mr. M. AUSTIN, Mr. G. LIVESEY, and Mr. J. MAWDSLEY (Group C.), also attended.

Mr. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

Mr. HENRY QUELCH called and examined.

Mr. *Dale.*

23,697. You are the general secretary of what is called the "South Side," meaning the south side of the Thames, "Labour Protection League"?—Yes.

23,698. You desire to give evidence, as such general secretary, more especially on behalf of the labourers who are members of your Society, and who are employed in the manufacturing departments of Woolwich Arsenal?—Yes.

23,699. I think it may be convenient for the information both of yourself, and of certain other witnesses connected with the dockyards, who are going to follow you to-day, that I should read a statement which it was my duty as Chairman to make on the 19th of May, when Mr. Gould, the secretary of the Portsmouth branch of the Associated Shipwrights' Society, appeared before us. That statement was: "Perhaps it might be convenient for me "to say, on behalf of the Commission, that "whatever evidence it would be proper for "us to receive in regard to any other great "industrial establishments, we can receive "in regard to Her Majesty's dockyards; but "that we have no special functions in relation "to the dockyards that we have not in relation "to other industrial establishments. Although "we are a Royal Commission, and in that sense "a semi-public body, we are not thereby con-"stituted in any way a court of appeal in "regard to the terms of service in Her Majesty's "dockyards. We just wish you to understand "that evidence as to service in Her Majesty's "dockyards, as illustrating industrial relation-"ships and conditions, is receivable by us, just "as it would be receivable in regard to any "private establishments, neither less nor more"? —I think we quite understand the position.

23,700. You have prepared some evidence that you desire to give before us, and I think it would be most convenient for you to proceed to

Mr. *Dale*—continued.

give it, not necessarily in response to questions from me, but as you have set it forth?—The position is this: In the first place, I would like to state that I have come here as the secretary of the South Side Labour Protection League, and have come here at the request of the men who are in that organisation who are employed as labourers in the manufacturing departments of Woolwich Arsenal. I feel a certain amount of diffidence in approaching this subject because I am not actually employed in the Arsenal myself. Some two years ago, we met a number of Members of Parliament who were interested in the Arsenal and Dockyard constituencies, and we asked them to appeal to the Government to appoint a special committee or a special commission to inquire into the conditions of labour in the Government departments. That request was made, but it was not acceded to. The Government, however, appointed a sort of extraordinary departmental commission which made certain inquiries, the result of which was, that in one or two instances, some slight advance in wages was given. But the majority of the men were not satisfied with that at all, and what we should prefer, of course, would be that there should be a Government commission appointed to inquire specially into the conditions of labour in Government departments. Of course not being able to enforce that, we take the opportunity which is presented to us by this Commission, of laying what we regard as our grievances before this Commission in the same way as the *employés* of any private firm would do. I think that would be in accordance with the explanation which you have just given us. I am here simply to represent the labourers employed in the manufacturing departments. Of these there are about 4,000. I find in a return* which was presented to the committee presided over by Lord Morley in 1887, there were in the different departments,

* The Return here referred to is contained in the "Report of the Committee appointed to inquire into the organization and administration of the Manufacturing Departments of the Army; with Minutes of Evidence, Appendix, and Index." [C.—5116 of 1887.] The portion here quoted will be found in Appendix VI., p. 527, of that Report.—G. D.

Mr. *Dale*—continued.

l Carriage Department, the Royal y Department, and the Royal Gun the following labourers; in the first, rers, in the second 3,224 labourers, ie third, 567 labourers. In round e say that there are about 4,000 employed in these manufacturing nts, that would be about 400 in the Department, about 3,100 in the Laboraabout 500 in the Gun Factory. Besides e are about 800 labourers employed ontrol, or the Ordnance Stores Deevidence with reference to which will y Mr. Clements. Of these 4,000 men about 1,500 on the books of the e Labour Protection League, and there an equal number members of other ganisations. That is the Gas Workers' Hammermen's Union, and other simi- would have perhaps 1,500 more. But t more than one-third, and I should say own knowledge considerably less than financial members. The majority of have run out, I believe have run out hey have not seen any immediate from belonging to an organisation cases; in some cases they have been at through taking part in a labour on, they were likely to lose their nt or to be injured in some other in some cases it has been in conseir absolute poverty. They have contributions run on for a few weeks, they have been unable to meet their

Before we pass on, it would be con- o know how long your South Side rotection League has existed; when tablished?—In 1889; that will be s ago next September.

Does it confine its membership to employed in the dockyards?—No, waterside and general labourers in factories or in any other departdustry.

About how many members have you ?—About 2,500 members.

How many of the 2,500 are employed rsenal?—Of those whom we reckon financial members out of the 2,500 han 300 would be Arsenal labourers.

The remaining 2,200 being outside?—

That is, employed by private persons, r companies?—Yes, mostly waterside and dock labourers.

Do you not propose to speak in regard —I have already before another section mmission given evidence with regard I have come up specially now on the labourers in the manufacturing nts in the Arsenal. To go on with my ; in the Carriage Department, that is, y turn out the gun carriages, and all nism for mounting, raising, and dee guns, and so on, the labourers are *s.* per week. That is their rating on

Mr. *Dale*—continued.

the books; their wages are supposed to be 19*s.* per week. There are some who are rated at 21*s.* and some up to 23*s.* 6*d.* per week. These men when working in the shops or in the forges are paid 22*s.* in the shops and 22*s.* 6*d.* in the forges. The men who are getting 21*s.* and 23*s.* 6*d.* per week are only paid those sums, they are not paid anything additional. A large number of men who are employed in gangs who do ordinary labourers' work are only paid their rating; they are only paid the 19*s.* per week. A man who may be working in the gangs as an ordinary labourer, fetching or carrying, or cleaning up the shops, or anything of that kind, gets the 19*s.* per week; if he is taken out of the gang and put into a shop, or put into a forge to assist a smith or a fitter, or a mechanic of that kind, then he gets the higher rate, but he may at any time be taken from the shop or from the forge and put back into the gang on his rating of 19*s.* per week. All the men are only rated at 19*s.*, and if they are temporarily disabled through accident, or if they are on sick pay, or anything of that kind, then their allowance is based on the 19*s.* per week rate, and also their payment for holidays, and the payment in any other way is based upon the 19*s.* rate. This is also the case with the men employed as crane-drivers, slingers, and coal drawers. These men are paid 25*s.* a week for this work, but they are still on the 19*s.* per week rating. These crane-drivers and slingers have a considerable amount of responsibility attaching to them. They are in charge of travelling cranes for hoisting the articles to be worked by the fitters and the turners, and so on, in the Carriage Department, weighing sometimes from 10 to 20 or 30 tons, and the whole responsibility for this rests upon them. The slingers again have to splice all kinds of ropes for driving these cranes and for lifting these articles, and of course a considerable amount of risk, of responsibility, attaches to the work. They get 25*s.* a week, and they are only rated at the 19*s.* per week, so that at any time they may be taken from that work and put to ordinary labourers' work, when they would only get the 19*s.* per week, and if they are out on holidays, or if they are disabled or sick, they still only get the 19*s.* With reference to the coal-drawers I may say that theirs is very hard work; they are continuously employed in drawing coals from the shed to the boilers, a distance of 100 to 500 yards. Two men are engaged in drawing a truck with 12 cwt. of coal. They get 25*s.* a week, but of course they also are rated at the 19*s.* Store-men, whose duty it is to draw stores from central to local stores and to take charge of them for use in shops, and one or two men engaged in boiling up soap and water for boring and oiling machinery, &c. are paid 24*s.* 6*d.*, still being rated at the 19*s.* This statement as to the 19*s.* rate being the basis of accident and other allowances to men who may get extra for other work, applies to all the departments in the Arsenal. Where men are rated on the 19*s.* when they are disabled or sick, or take holidays, or anything of that kind, they are only paid on

Mr. *Dale*—continued.

the 19*s.* rate. There are, for instance, a number of men of from 15 to 35 years' service on this 19*s.* rate. Some of these men are entitled to pensions, which will be on the basis of their rating only. The pension system, and the system of putting men on what is called the "establishment," which entitles them to pensions, has been abolished for some considerable time; but still there are a number of men whose length of service entitles them to pensions, that is to say, who were in the Arsenal before this pension system had been abolished, and they are entitled to pensions, but although they have been there this number of years, and perhaps are getting higher wages than 19*s.*, still they are only rated on the 19*s.* rate, and will get their pensions on that basis. Also, if men who are rated at 21*s.* or 23*s.* 6*d.* are put off through slackness, or anything of that kind, when they are re-instated they are re-instated on the 19*s.* rate, on the lower rate. Previous to last August in addition to their rating the men in the Carriage Department were paid a percentage on the work turned out. The work is turned out from that department on a very peculiar system. It is difficult indeed to explain it, but the work turned out from the department is estimated at so much; there is a value put on the work by the foreman and the managers, and the work is estimated at so much, and a percentage of that on the work turned out was allowed to the labourers. They were allowed a certain proportion in addition to their rating, which brought their wages up to about 21*s.* per week. Some time previous to that their rate of wages had only been 18*s.*, but after our intervention their wages were raised to 19*s.*, and then after last August this percentage arrangement was abolished altogether, and the men engaged in the shops and forges, as I have already said, have got a regular wage of 22*s.*, although they are still rated at the 19*s.*

23,708. That case which you have last mentioned means, does it, that they will now get the 22*s.* when they are at work?—When they are at work in the engineers' shops assisting the engineers (as assistants) and the fitters, turners, and so on, they get 22*s.* a week.

23,709. Would they be sometimes put back to work that only gave them 19*s.*?—Yes. Although a large number of the men of course are regularly engaged at the 22*s.*, still they are only rated on the 19*s.*

23,710. The rating simply means that if they are off sick they get a proportion of 19*s.* does it not?—That is so.

23,711. Half, is it not?—Yes.

23,712. So on holidays, on those holidays which are granted with pay they would get a proportion of the 19*s.*?—Yes, that is so.

23,713. And if they were entitled to pensions they would get pensions based upon a rating of 19*s.*?—That is so. In this department, unlike most of the others, it appears that the men who are working as hammermen with smiths have to wait for the smiths in the shop, that is to say, if a hammerman turns up at 6 o'clock in the morning, which is the proper time for commencing work, and the smith is not there, he is not put to other work, but he has to wait, and he loses the time that he is waiting. That is a grievance, because in other shops the men are found other work. In other departments hammermen are found other work, and thus do not lose time as long as they are there themselves. In this department the men lose the time which they may be there waiting for the smiths. In the Royal Laboratory Department, that is, where the ammunition is made, the shells and the cartridges, there are a number of different sections. In the shell foundry, the labourers are rated at 19*s.*, 21*s.*, and 23*s.* 6*d.*, and some even as high as 26*s.*, the majority being 19*s.* and 21*s.* men. Working in the gangs or on auxiliary work, such as clearing up the shop or anything of that kind, they are only paid their rating; but engaged in the work of production, such as trimming castings or moulding shells, or turning and bushing shells, some of which requires considerable skill and practice, they are paid an individual or fellowship piece-work rate, generally amounting to one-third additional wages; that is to say, a man rated at 19*s.* gets 25*s.* 4*d.*, and in some cases, even more; a man rated at 21*s.* gets 28*s.*, and so on. With reference to that piece-work system I may say that it is represented by the administration of the Arsenal that the value of a piece of work is fixed by the foreman or the manager, and then the amount paid for it is paid so as to represent a man's time and one-third of his time, one-third of his rating; that is to say, if the man were getting 1*s.* per hour the price of the article that he would be turning out would be fixed so as to enable him to earn 1*s.* 4*d.* per hour, and that is supposed to be the basis, but it does not always follow. The result of this system is to bring this about, that in some cases a man may work very easily and put in very little work indeed when they get a new piece of work which the foreman does not know very well how to estimate, and yet earn good wages. Another man having the rate cut down, the thing having been worked upon by experienced hands, and worked up to such a pitch that the rate has been cut down, would find it exceedingly difficult to earn his time and a third. Still that is the rating, and the labourers are rated according to that, so that if they are engaged in productive work they are supposed to be paid on the piece-work arrangement, their rate and one-third in addition to their rating, if they are engaged on any of this kind of work which I have mentioned. In some cases where it is a fellowship piece-work, that is to say, where the article turned out is the work of a number of men, they all share in the piece-work, and sometimes it amounts to more than one-third of their rated wages. Quite apart from that there are about 700 men in this department on the 19*s.* rate. Then there are besides a number of youths who are rated at 14*s.* a week, who also get a little extra on piece-work. In the Inspection Branch of the Royal Laboratory, where the

Mr. *Dale*—continued.

working at 14*s.* if he were put in a gang or on the ordinary work; he would be getting the 14*s.*, that is, he would only be getting his rating.

23,719. I quite understand that if he were transferred to a certain gang work, he would be paid 14*s.*, but as a matter of fact is he so transferred, or is he virtually employed on work which entitles him to a third more?—There is no guarantee of that work at the present time.

23,720. As a matter of fact does it happen so?—As a matter of fact I do not know any men who are working there for 14*s.*; there are some youths, but I do not know any men who are working there.

23,721. At 14*s.*?—No; I mean there is nothing to prevent him; it is entirely at the option of the foreman for him to be taken off that work and to be put on to work for which he would only get the 14*s.* In all these departments the hours of labour are from 6 a.m. to 5.30 p.m. except Fridays when work is continued to 6 p.m., and Saturdays when work stops at 1 p.m. There is an hour for breakfast from 8 till 9 and an hour for dinner from 1 till 2, the normal hours per week being 54.

23,722. Is that the case in winter as well as in summer?—In those departments? Yes.

23,723. The are some departments, I think, in which the hours are 51?—Yes, that is the Ordnance Store Department, the Control, with reference to which evidence will be given by Mr. Clements. In those departments there is not a great deal of overtime worked except in certain sections of the Laboratory where the employment of so many boys prevents the work being carried on by shifts. In these sections the work sometimes is very slack, men being frequently sent home for a day or half-a-day, and so on. A man sometimes will go for months without putting in a full week's work. In the Carriage Department men will be frequently working overtime in one shop while another is slack, and men are there being put off. It would not be difficult to transfer the men from one shop to another. Here the men rather prefer overtime, that is in the Carriage Department, in order to supplement their wages; and to be allowed to work overtime is a mark of favour on the part of the foreman. In the shell foundry of the Royal Laboratory Department on the other hand men avoid overtime as much as possible. You see in the shell foundry men get higher wages and they do not care so much about working overtime; in the Carriage Department wages run rather low and they rather like the opportunity of working overtime.

23,724. That is there is a preference for overtime in one case, and a dislike to it in the other?—Yes. Further, I think one may say generally that in the shell foundry there is a great deal of heat and the work probably would be more exhausting, but generally speaking the wages account for the preference in the one case and the dislike in the other. Generally men are paid ime and a half for overtime, the extra rates in the Royal Carriage Department being paid on the time rates, but when on piece-work rate there is no extra pay for overtime. What

Mr. *Dale*—continued.

I mean by extra pay in the Carriage Department is that the 22*s.* men, the men who are rated at 19*s.*, but who are paid 22*s.*, are, when they are working overtime, paid time and a half on the 22*s.* Of course, if men are being paid piece-work rates, that is to say, if their percentage is paid on the 19*s.* rating they do not get anything extra for overtime.

23,725. Of course, they get it in the shape of piece-work?—Yes; but overtime does not count until 54 hours have been completed in a week. So that if a man worked a quarter of the day overtime, and then lost a quarter the next day, the overtime would be stopped. The stoppages for time lost are generally in proportion to the pay, but where overtime is being worked it would, of course, amount to more, that is to say, the overtime rate being more, the amount stopped would be in proportion to the overtime. At present the men cannot lose less than a quarter. They suggest that this should be altered, so that they might go in with the loss of half an hour or an hour.

23,726. That is to say, that if a man is late at all, he is deemed to be a quarter late?—Yes. They think that there might be an alteration made in that respect. With reference to bonuses, a man after 12 year's service is entitled to a bonus representing a week's wages for each year of service, if recommended by the Director-General of Ordnance Factories, in the event of being dismissed from slackness; but if he loses his work through being incapacitated by accident, he loses his bonus. A man who meets with an accident at his work, gets a bonus according to recommendation; that is, the recommendation of the medical officer, ranging from 10*l.* to 50*l.*, I mean men have been known to get these amounts. There is no rule as far as we know about this bonus, but, as I say, men have been known to get these amounts. If a man having received a bonus for accident returns to work, he is put upon a reduced rating. He may by this reduction pay back all he has received, but his rating will not be raised again.

23,727. Do you mean no matter how long he may continue in the employment?—Yes; if a man is rated at 23*s.*, 23*s.* 6*d.*, or 26*s.*, and he meets with an accident, after he recovers and goes back to work, he is put on the 19*s.* rate, and he does not get advanced any more. In one case even a man declined a bonus on the condition that his rate should not be reduced, but after he returned to work he was put on the lower rate. A man is this case is told that he is simply employed out of charity. Where an accident is fatal there is, as a rule, no bonus given; the men may make a collection on behalf of the widow of the deceased, or sometimes she may be given work from the Tailoring Department. Some of the men doing the more skilled work earn comparatively good wages, that is to say, I understand that in some cases the wages will run up to 30*s.* or 38*s.* per week, although in some cases, as in bushing and turning shells, the rates have been cut down until men are practically on piece-work, and earn little, if any,

Mr. *Dale*—continued.

more than the wages they are rated at, and in very few cases would the wages compare favourably with those paid by private firms. The cost of living, house rent, and so on, in and around Woolwich, is as high as it is in London.

23,728. What would be paid for two rooms, three rooms, four rooms?—5*s*., 6*s*., 7*s*. per week, and so on, just about the same as the rates are in London.

23,729. What would the 5*s*. per week secure in the way of accommodation?—5*s*. per week would secure two rooms. It would be a very cheap house indeed that a man would get for 10*s*. per week. He would give from 10*s*. to 12*s*. or 14*s*. per week for a house, and then he would let apartments.

23,730. The house for which he would pay 10*s*. or 12*s*. per week would consist of what accommodation?—He would pay say 12*s*. a week for a six-roomed house, and of course if you let apartments there is a certain risk, and any one renting apartments would have to pay at least 5*s*. per week for two rooms.

23,731. Would he, in addition to paying the 12*s*. have any rates and taxes to pay?—No.

23,732. 12*s*. would cover rates and taxes?—Yes.

23,733. Water?—Yes.

23,734. Gas?—Not gas; they are not generally supplied with gas. What we have to suggest in this connexion is that, generally speaking, piece-work and percentages should be abolished altogether. The working of it is so intricate. It rests so much with the foreman as to the preference of the men, and men may at any time be shifted from one place to the other, and men are engaged on precisely the same work at the different rates of pay, so that they think it would be much better if there were an all round rate of pay for the labourers generally speaking, and that there should be a minimum rate for general labour of, say, 30*s*. per week. If in certain cases men were worth more, why by all means give them more.

23,735. Do you mean that those who are now getting 19*s*. should get 30*s*.?—Yes. Of course we would not suggest that these men who are working piece-work on individual or fellowship rates, and who are getting from 30*s*. to 2*l*. a week should have their wages reduced, but we certainly suggest that the minimum should be raised. Further that there should be a clear and definite system of promotion. The promotion is quite arbitrary and erratic; there is no rule at all as to promotion. Promotion is supposed to accrue by merit, but as a matter of fact it does not, and it entirely depends upon the foreman to recommend a man. A man at any time may be taken out of a gang and put into a shop or anything of that kind, and at any time put back again.

23,736. What system of promotion do you suggest; by seniority merely?—Seniority and merit.

23,737. Of course merit would have to be a question of judgment still?—Yes, but I think there might be tests, and there might be judgment. Too much at the present time depends upon foremen. Also too much depends upon

Mr. *Dale*—continued.

foremen in the selection of foremen; that is to say, there is a general complaint that the foremen get their relatives, and Scotchmen, I think, have the preference in the Arsenal; of course we are not entering into a national question, but anyhow they have their relatives there, and they are promoted to be what they call markers-out and overseers, and so on, and then they get to be assistant foremen, and the manager and the superintendent act on the recommendation of the foreman. There are at the present time, I am told, in three shops three markers-out who are sons of foremen, and in many cases men get to be promoted to be markers-out, and from markers-out to be foremen, who have no special qualification. What we suggest in this department and in this connexion is that the men should select a certain number to take the first steps towards promotion to the rank of foremen, and that these men, say two or three having been selected, should be required to pass a practical examination to show their qualification for the post, and then from these two or three selected by the men, the superintendent of the department, or the superintendent of the Arsenal should make the appointment.

23,738. The fact, I suppose, of a certain number, at any rate, of the labourers employed at Woolwich being members of your Union, indicates that there is no restraint placed by the terms of Government service upon membership of the Union?—There is no restraint at all as to men being members of the Union. I have a copy here of the rules (*handing in the same*). But the men, a good many of them, are timid; they think they are likely to be marked if they take any active part, or anything of that kind. We have found that several men who have taken an active part in trying to organise the labourers, and in trying to get radical changes in the work in the Arsenal, have been put off; men who have not been labourers, men who have been working as mechanics in other departments have been put off.

23,739. Are any of the members of your Union employed at Woolwich Arsenal on the establishment?—There is no establishment now.

23,740. I understood you to say that the pension system had been abolished, but that the abolition was not retrospective; it would not be abolished in regard to those who were already entitled to it?—That is so, but I do not know any of them who are on the establishment at the present time.

23,741. Has there been a strike at any time at the Arsenal?—No, we do not contemplate a strike.

23,742. I did not suggest that you should, what I am upon is the matter of fact?—No, we have not had a strike. I think generally speaking the *employés* in the Government departments have a horror of strikes. I think that to go and suggest a strike would be the worst possible thing you could do if you wanted to organise the men there at all.

23,743. Of course a good deal of the evidence that you have given is rather evidence of fact; that is, you have introduced us into a pretty close knowledge of what is the rate of payment

Mr. *Dale*—continued.

and system of supplementing the nominal rate of payment, but as regards grievances what they come down to, is chiefly that you think that piece-work and percentages should be abolished and superseded by a minimum rate?—Yes, generally speaking.

23,744. And that the system of promotion should depend less on the favour or recommendation of foremen, is that it?—Yes.

23,745. In the main those are the recommendations?—Yes. Further, of course, we want a reduction of hours, we want the 54 hours reduced to 48. I have said nothing about that in my statement, but that is what we go for. With reference to the wages, of course, the principal grievance, what the men say generally, is that if they were rated on what they get in the shops and on the piece-work, that is the rate and a third, they would not have very much to complain about; they complain that so many of the men who are rated at 19*s.* may be engaged in very hard work; sometimes the work in which the men are engaged in the gangs and about the shops for which they are only paid 19*s.* is harder work than the work which they may be engaged upon, assisting mechanics, and so on, for which they will get 22*s.*, 23*s.*, 25*s.*, and so on. They say that if they were actually rated at the amount of wages which the men out of the gangs receive it would not be so bad. That is the principal grievance that men are employed on precisely the same kind of work, in some cases even harder work, and paid much less wages.

23,746. That does not point to a system of favouritism so much as to a system that you think has got no intelligent reason for its existence?—Yes, that is so. I think that generally speaking so far as my own knowledge goes, my own knowledge of the men and what they have stated, I would not be prepared to say that there was a great deal of favouritism, but that there is some there is not the slightest doubt; and the difficulty is that the present system leaves a door open for a great deal of it, because it amounts to this; that any man can be taken from the shop and put into the gang where he would be earning 3*s.* or 4*s.* per week, in some cases 6*s.* per week, less wages, and a man may be taken out of the gang, and this is entirely under the control of the foreman. That there is less of it done than might be done speaks very well for the manner in which the work is carried on.

Mr. *Burt.*

23,747. Is there much piece-work?—There is a great deal of piece-work in some shops, but not in others. I find that according to the evidence given before Lord Morley's Commission, which was dealing simply with the administration of the department and not with labourers generally, one of the administrators gives the amount of piece-work. Of course it is difficult to get accurate information from the men, you will quite understand that. I mean a man knows his own particular business, but he does

Mr. *Burt*—continued.

not know anything about anybody else's. The statement is that in one shop the total pay for one week was 505*l.*, and of this 14*l.* only was for piece-work; in another shop out of a total of 97*l.* only 4*l.* was for piece-work; in another shop out of a total of 2,674*l.* 540*l.* was for piece-work, that would be, of course, 25 per cent.* So that in some shops there is a great deal of piece-work; in others there is scarcely any. The piece-work system obtains mainly in the foundries it appears, and in the departments where they are engaged in bushing and turning shells. In the bushing and turning of shells there is a great deal of machinery used, and it requires a certain amount of skilled work, the men are practically skilled labourers; in some shops they would have actual mechanics employed at this work. As they have to work machinery, this witness to whom I refer here states that where the smaller machines are used they prefer to work on piece-work because they can secure a greater amount of work being turned out.

23,748. And the piece-work, as I understand it is not based upon so much per ton, as in connexion with mining, but it really is on a sort of estimate that is rather difficult to gauge?—It is exceedingly difficult to gauge where there is new work. There is constantly something new coming into the Arsenal and then the foreman estimates that piece of work at so much, basing his estimate upon time and one-third being paid to the men all round. He may over-estimate it, or underestimate it. I am told by some of the engineers there that in some cases bodies of men are hundreds of pounds in debt to the department in consequence of their having drawn their time and a third, and not having on the estimate of the foreman earned it on the work they have turned out. In other cases men will work very easily. Of course, if a man works hard and turns out more work in proportion to the estimate, then the next piece of work of the same kind that is done the price is cut down. So it has happened in those machine-shops where they do the turning of shells, and so on, there has been competition, so to speak, between the men until the work has been cut down to a very low rate and a man has to work very hard if he is on the higher rate to get his time and a third.

23,749. That must increase the feeling of objection on the part of the men to piece-work; but it is not altogether, as I understand it, an objection to piece-work on principle so much as an objection to the inapplicability of piece-work to the kind of work that has to be done?—There is both; there is an objection to piece-work on principle, as well as special objections. The mechanics upon whom the labourers attend belong mainly, I think, to the Engineers' Society, and there is a general objection, as I am given to understand, on the part of the Engineers' Society, to piece-work. Of course on the part of the labourers there are sectional objections, and in many cases it does not depend upon the labourers. In some cases the amount of piece-work depends upon the labourers, in other cases

* For title of the Report here referred to see foot-note to question 23,700.

Mr. *Trow*—continued.

with the ordinary labourers in the dockyard, could you?—In some cases. I may say, now with reference to precisely the same kind of work in private firms outside, that is to say, labourers in engineers' shops, and so on, their wages, I believe, in the same locality would be 24*s.* and 25*s.* per week. That is what I have learned. Labourers outside would get 6*d.* and 7*d.* an hour. Of course, it is contended on the part of the Government that the men have the advantage of permanency, but that is not so; the men may be put off at any time.

23,766. You referred to sickness and holidays. The men are paid when they are sick or on holiday, are they not?—Men get half-pay for a certain time. I have the rules here (*handing in the same*).

Mr. *Dale.*

23,767. Half their rating?—Yes, when they are sick after a certain length of service. It applies to men of over three years' service. All persons who have had three years' continuous service are entitled to half-pay "for no longer continuous "period than one month (250 hours), nor for "more than two months on the whole in one "year; after 10 years' service, three-fourths' "pay for no longer continuous period than two "months, nor for more than two months on the "whole in one year; and after 15 years' ser-"vice, for no longer continuous period than "three months, nor for more than three months "on the whole in one year."

23,768. What holidays do they get?—They get Christmas Day, Good Friday, the day appointed for the celebration of Her Majesty's Birthday, Her Majesty's Coronation Day, and in the Royal Arsenal, the second Saturday in July for the beanfeast. For these days pay is granted to all the men employed.

23,769. So that they have that advantage over the private firms of receiving sick pay and getting those holidays?—In many private firms holidays are paid for. I have done a good deal of work in different firms, and I have never yet worked in a firm but once where I was not paid for holidays. As for sick pay, of course, by payment of 6*d.* a week, we can get sick pay equal to this for six months in the year.

23,770. Did you quite finish the enumeration of the holidays that are paid for?—The factories are also closed on all Bank Holidays, the time being worked up previously.

23,771. There is no week's holiday or anything of that sort given them?—Not for these departments, I am told.

Mr. *Trow.*

23,773. There is in some of the departments a a week or two weeks' holiday, is there not?—Yes.

23,773*a*. Do not the same conditions exist at the Arsenal as exists at Portsmouth?—I am only here to speak for the Arsenal. I do not know anything about Portsmouth.

23,774. With regard to the compensation in case of fatal accident, it was told us here that the widow got part of the wages for so long, and then a lump sum, is that it?—No, I did not say that.

Mr. *Trow*—continued.

23,775. Not you; it was one of the witnesses from Portsmouth who said that?—Of course, as I say, I have not worked there, and I do not know anybody who has met with a fatal accident who has got that. I asked the men, and they said they did not know of any instance where anything has been given to the relatives of a man who has met with a fatal accident. That is what I understand from them.

23,776. I think you said you had 300 men in the Arsenal?—Yes.

23,777. Out of 4,000?—Yes.

23,778. Is there any more amongst the other 3,700 expressing dissatisfaction?—They are all dissatified, as a matter of fact. We have had 1,500 members, we have got about 1,500 names on our books out of these 4,000, and in addition to that 1,500 there are an equal number in other labour unions, but then the men have fallen out.

23,779. With regard to this minimum rate, you say that the taxpayers would not get the whole of the benefit if the wages were advanced 50 per cent., do you not think it would absorb more than the profits that the taxpayers get?—I would not care very much if it did. I should be prepared to say that we should spend more rather than less rather than exploit the labourers. But I think, from what I can gather, that economy might be practised in the administration which would more than cover any additional outlay over the profit on labour.

23,780. There is a difference between the vestry of Bermondsey or any of the vestries in London and the Royal Arsenal, because in raising the rates it is their own immediate ratepayers in the district that have to pay, but when you come to the Arsenal you are going to the general taxpayer of the country?—If the general taxpayers want guns I think they ought to be prepared to pay for them.

23,781. Yes, but if you raised it so that it was more expensive than private firms manufacturing, would there not be a danger of the Government shutting the shops up?—I do not think at the present time we are within a measurable distance of that. I do not think that the rates which we suggest would mean that. You have got to take this into consideration, that a considerable number of men are getting more than the 19*s.* rate. It does not mean as great an advance as it appears at first. A considerable number of the men are getting 25*s.* a week, and so on, who are still only rated at 19*s.* The men that we are concerned about are the men who are rated at 19*s.*, and who are only getting 19*s.*, and the men who are getting more but who are still rated at 19*s.* We want to level up. It would not mean an all-round advance of 50 per cent. by any means.

23,782. We will say A. is rated at 19*s.* and B. is on work that has always been rated at 22*s.*; if you rate A. at 30*s.*, B. will want to be rated so

Mr. *Trow.*

23,804. Are many of these men pensioners?—A considerable number of them, I believe, are.

Mr. *Dale.*

23,805. Not in your labouring department, though?—Yes, they are pensioners; that is to say men who are entitled to a pension from the army or navy.

Mr. *Livesey.*

23,806. Have you ever worked in the Arsenal?—No, I have not.

23,807. You told us about the wages in the waterside warehouses being 30*s.* a week?—Yes, those are the granaries.

23,808. Is that piece-work?—No, those are the weekly men.

23,809. So much an hour, so much a day, or what?—So much a week, 30*s.*, the daily men get 5*s.* 10*d.*

23,810. Is it regular and constant work or is it casual work?—No, these are the regular men, men who are employed week by week, year by year.

23,811. What work do they do—heavy work, I suppose?—Weighing, hauling, putting grain in sacks, bushelling, all that kind of thing, grain work generally.

23,812. Then you spoke about the Bermondsey vestry giving 29*s.* 3*d.* a week for the street sweepers and scavengers, and all the men working in the streets?—Yes.

23,813. How was that brought about?—It was brought about by a resolution of the vestry.

23,814. But previously the vestry had not been paying such wages?—They had not been paying such wages. I could not say exactly how long they have been paying these wages, but I think for over 12 months now.

23,815. Was it brought about in this way; that the workmen's societies managed to get a preponderance of representatives on the vestry?—I do not know that. I think that the workmen's societies had a good deal to do with it. Of course they do not select the representatives on the vestry. They have votes, but unless they were a very strong organisation I do not think they could secure the return of a majority of the vestry.

23,816. As a matter of fact, they have a goodly representation on that vestry now?—I think that the majority of those on the vestry are favourable to the men's unions; that is all that could be said.

23,817–8. Previously to this, fixing of wages at 29*s.* 3*d.* per week, was it the fact that there were a great many old men and others who were perhaps not competent to do ordinary labouring work who were employed on the parish roads at perhaps a guinea a week?—They were paying men even less than that some time ago.

23,819. But were they not a good many of them old men, men who had spent a good deal of their time in the parish, and men who were not

Mr. *Livesey*—continued.

competent, not fully able-bodied men to do ordinary labourers' work?—There were men who were stated to be such.

23,820. What is to become of them?—There are some of them still employed.

23,821. At the 29*s.* 3*d.*?—No, they are paid less; they are paid 24*s.* I understand, but there is not a large number of those.

23,822. Some have gone, I suppose?—Some are dead, of course.

23,823. What is to become of these men if you get a permanent fixed rate of wages of 29*s.* 3*d.* or 30*s.* a week, and certain men are not worth it; the employer, whether it be a public body such as a vestry, or whether it be a private employer, will say "I cannot pay you these "high wages; you are not worth it;" what is to become of those men then?—In this particular case to which we have referred I do not know that any of the men have been displaced, but as to what is to become of the men, I have never yet found that employers are anxious to keep on incompetent men, men who are past work, whatever the rate of wages may be. I have never found that to be the case with employers. I have known employers do this. I have known employers take advantage of a man's age to force him to accept a lower wage when his services to them are quite as valuable as those of a younger man, only they know that he would not be likely to get work elsewhere. In some cases a man will have spent many years of his life in a service, and his services will become very valuable in that particular place. He will know more about the place. He will have had more experience in the particular kind of work that they do there, but because he is advanced in years they say to him: "Now we know you are "not everybody's money, we know you cannot "get as good wages anywhere else, therefore you "will have to accept less wages with us here, "although you are more valuable to us really "than a younger man would be." I have known that to be done, but I have never known a single employer keep on a man simply because he was an old man or anything of that kind.

23,824. I am afraid you have had a limited experience of employers?—I have had a very wide experienee, I may say, of all sorts and conditions of employers.

23,825. Do you mean that you have never known a case of an employer keeping on an old servant at reduced wages, when he has become less able to do his work?—When it paid him to do his work; that is all, only when it paid him to do so. I have never seen any charity.

23,826. We are not talking about charity, but I take it this way, a man might have been working for 30*s.* a week or 25*s*, say, as a labourer, and he gets old, he ceases to be worth as much, he is worth perhaps 20*s.* or a guinea, have you not known many cases where employers have kept him on at a lower rate?—Whether 20*s.* or a guinea?

23,827. Yes?—I have known where they have paid him 20*s.* or a guinea, and have got 25*s.* worth of work out of him.

Mr. *Livesey*—continued.

23,845. "Mr. Quelch in moving it urged that "they should use all the means in their power "to attain the objects of the Federation, physical "force not excepted if it should be necessary"?—That is so.

23,846. "He looked forward to the time when "the red flag should be firmly planted in "London"?—That is so.

23,847. They are your opinions now?—Yes. I have never changed my opinions.

Mr. *Dale.*

I think whatever extreme views the witness may hold on some of those subjects, so far as his evidence in chief was concerned to-day upon the labour arrangements at the Arsenal, it was given in a fair manner.

Mr. *Livesey.*

It was given fairly enough.

The *Witness.*

I should just like to say this, if I might be allowed, in reference to what Mr. Livesey has said, that I have held those opinions for a very considerable number of years, and I have never disguised them; that I still hold those opinions, and, of course, I should be very pleased to meet Mr. Livesey or any other member of this Commission to discuss them in the proper place.

Mr. *Livesey.*

23,848. And you have the honesty to avow them?—That is so.

Mr. *Mawdsley.*

23,849. I am not quite sure that I understood about time being stopped. Is it when men go late to their work in the morning, or at any other time?—Yes.

23,850. Supposing that they ought to be there at 6, and they go at 6.30, you would only have them stopped half-an-hour?—That is so; if they get in before the half-hour we think they might be allowed to lose the half-hour, instead of the quarter.

23,851. I suppose you recognise that there is some expense going on which is of an unremunerative character in the business. Suppose a man minds a machine which might have cost 100*l.*, and there is a certain amount of power which entails expense in driving that machine, if the man stops off half-an-hour, there is more loss than his actual wages, is there not?—Yes, in some cases, perhaps, that would be so.

23,852. Would it apply in many cases?—They do not allow men to lose very much time, you understand. If men are found to lose a a great deal of time, then they are put off. Of course we do not complain about that.

23,853. Do you mean discharged?—Yes, we do not complain about that. We are not raising that as a complaint, because we quite understand in a place like the Arsenal, or in large factories, these men must necessarily all be at

Mr. *Mawdsley*—continued.

work. The whole thing is like a huge machine, and you cannot have men playing fast and loose with their time. We recognise that. Of course if men lose time systematically, then they have to be put off. We do not make any grievance about that, only we say that if it is considered, as you suggest, that by a man losing half-an-hour there is more than his wages lost through the machine being kept idle, that is all the more reason why he should only be allowed to lose half-an-hour, instead of being kept out for the quarter.

23,854. I understand you to mean now that they prohibit them from going to work for the whole of the quarter?—Yes.

23,855. I was under the impression that they allowed them to go in when they came, and stopped them a quarter's wages?—No. I understand they can go in at any time, but still they are stopped a quarter, and, of course, if they go in at the end of the quarter, they are only stopped the quarter, so a man when he was out 6.30 naturally would not go in at 6.30.

Mr. *Dale.*

23,856. A man who presents himself so many minutes late is not allowed to start till the next quarter?—That is so.

Mr. *Mawdsley.*

23,857. No. I do not understand that?—I do not know that he would not be allowed to start, but he would not be paid until the end of the quarter, and then it follows as a matter of course that a man would not start until the beginning of the next quarter.

Mr. *Livesey.*

23,858. The gates are shut at five minutes past 6, and practically they are not opened again till 8?—That is what it comes to.

Mr. *Mawdsley.*

23,859. What system of promotion would you have? I have got it down that you say you would not have it depending so much on the foreman. I presume that it is on the ground that you think that the foreman would be liable to show favouritism?—Yes.

23,860. What system would you adopt in place of allowing the foreman to recommend men for promotion?—We think that seniority and merit really should count.

23,861. Who are to be the judges?—I think that you could not help the foremen being the judges, but at the present time, from what I can gather from the men, there is absolutely no judgment shown in the matter at all. The thing is quite erratic. For instance, a man went to the foreman; he had been working there for some time; he was still on the lower rate, and he went to the foreman to know what constituted merit, what was merit, whether it was working regularly, whether it was turning out his work in a satisfactory way, or what it was; and he could not get a reply from the foreman,

Mr. *Mawdsley*—continued.

as simply told to go back to his bench. e are no points of merit. We think that in ifferent departments there might be points erit. We say good attendance should count omething. That smartness in work should for something, and so on.

862. Something like it is in the army?—but as a matter of fact nothing counts. a man is put up from getting a 19*s.* wage, 25*s.* 4*d.*, nobody can tell for what reason put up.

863. Except that it is the foreman's wish he should go up?—Yes.

864. You would adopt then a system of s, so that if a man was regular at his work ould have in the course of time a certain er of good marks for it, and if he was smart work he should have the same, and that he d get marks for other good points; and if he had bad points he should have no s simply?—That is so.

865. And you think that these marks in e of time should lead to a man's promotion? s.

866. In speaking of the reduction of the of labour, when you suggested that the would like to work eight hours per day, possibly five or six on Saturdays, would ccompany that with a proportionate wage hat they are getting now?—I say myself, I would like to fix the minimum rate of s there at 30*s.* a week, but the men themsay, if they were paid 6*d.* per hour that l be a reasonable concession which for the being they would be satisfied with.

867. Are they paid 6*d.* per hour now?—he usual amount is 4*d.*, 4½*d.*, and so on,

868. Leaving the wages question for a nt out of consideration, assuming it is y a question of working time, would they ntent at the present time, say to-morrow e next week, to go on these eight hours per five days per week or whatever it was, and id the same rate per hour as they are paid —No.

869. They would object to that?—They l object to that because they want their s raised. If the wages are raised to 6*d.* our, then they would be content to have ours reduced.

870. So that practically they are in the position, these men of yours who work the urs, as piece-workers, who object to the urs on piece, because their wages would be ed?—Yes.

871. They are in the same position practi-?—Yes, except that they do not object to 8 hours. In the first place, they say her our hours are reduced or no, we want in wages.

872. Well, is it wise to separate the two s? Taking the hours question alone, they l not want the hours reduced, unless there a concurrent advance of wages?—That is where I want to separate the two questions,

Mr. *Mawdsley*—continued.

and take the wages question first. At present I am putting the wages question first, because you will see that as a matter of fact the hours' question is not one of very great importance, seeing that we only work 54 hours per week, so that it is only a question of six hours. But the wages question is of course an important question, and we say, reduce the hours or not, we want a rise in wages; given the rise in wages, we want a reduction in hours, but in any case we want a rise in wages. That is the point.

23,873. How do you get at it, that the cost of production in these Government arsenals is less for a given article than it is in private firms?—I can only go on the statements which have been made from time to time in the Government reports, and in the House of Commons. Statements have been made that in some cases a given article has been produced at 25 per cent. less cost, and even cheaper than that.

23,874. Have you never seen statements made in the press, and in the House of Commons that iron ships in the Government shipyards cost enormously more money than they can be made for by private shipbuilders?—No, I have never seen that statement, I should be very much inclined to question it, but of course I am not here speaking for the dockyard labourers. We are dealing now with the Arsenal.

23,875. Are there any private firms in England who make guns?—Yes, there are Armstrong & Co. Then there is the Small Arms Factory at Enfield. I am dealing now with the Arsenal, still what I have said about the Arsenal in many respects will apply to Enfield, the rifles are turned out at Enfield cheaper than they can be turned out at Birmingham.

23,876. You have seen that in the press?—Yes.

23,877. Have you got any detailed calculations showing the actual cost of production, say at the Government Small Arms Factory and at these other places?—No, I have not; but I find it stated here in the report* of Lord Morley's Committee in 1887, that allowing for the profit of the private firms, and allowing for everything else as a matter of fact, the work is turned out more cheaply in the Arsenal than in private firms.

23,878. Is the cost given at the Arsenal?—I have not got any particular instance.

Mr. *Austin.*

23,879. What proportion of the men employed in the Arsenal are pensioners?—I do not know, but a considerable number of them are army and navy pensioners, about 75 per cent.

23,880. So that their income is largely supplemented by a pension?—Yes, that is so with a large number of them, but then you see no distinction is made between them, that is to say, a man may be getting 19*s.* a week, and having no pension at all, and a man may be getting 25*s.* 4*d.* per week, and be having a

* For title of this Report see foot-note to question 23,700.

Mr. *Austin*—continued.

pension. No distinction is made, and for our part we do not think a distinction ought to be made. The pension which a man gets is on account of services which he has rendered in some other capacity altogether. If a man is an army pensioner, his pension is simply deferred pay for services rendered in the army, and if he went to work for a private firm, his pension would not be taken into account, or ought not to be taken into account at all.

23,881. May I take it that 75 per cent. of your workmen in the Arsenal have their wages augmented on an average by 10*s.* a week?—These are labourers, for of course, we are simply dealing with the labourers. I do not know how far that 75 per cent. would bear examination, because that is simply an approximate statement, you understand; still, whatever the proportion may be, what you say is quite correct, that their wages would be augmented, it would not be 10*s.* a week though for so large a proportion; some of them are only receiving 6*d.* a day.

23,882. You are an advocate of the eight hours' day?—Yes.

23,883. You want to make it penal on the workman?—I want to make it penal on the workman and on the employer too.

23,884. Do you think if a vote was taken of the workers that they would be in favour of a legal enactment?—Yes, if a vote were fairly taken, as long as the issues were not obscured.

23,885. Have you any knowledge of the agricultural industry of this country?—I was born in the agricultural districts, and worked as a youngster till I was 14 years of age about the agricultural districts. Of course I do not know anything about them as a man, but I have friends living in the agricultural districts, that is my native place.

23,886. You are not acquainted with their views upon such a subject?—To some extent, yes.

23,887. Are they in favour of it?—So far as I know, yes.

23,888. How would it work?—There would be no great difficulty as far as my own knowledge and experience go. I have always found this in connexion with the agricultural districts, that however great the stress of work may be, there has been no difficulty in getting people to do the work. Of course, years ago, before machinery was so largely applied to agriculture as it is to-day, there used to be a migration of labourers from different parts of the country, and from the towns to assist in harvesting operations. When I was a youngster, harvesting operations were something to look forward to, there was some fun in the harvest; it meant day and night work, and all that kind of thing. Now, by the application of machinery, the harvest is got in within a very short time: it does not amount to anything at all; there is no migration into the agricultural districts, and even through the busiest season of the harvest, you will see men idling about out of work. What I infer from that is this: that when you had not got this machinery, it was still possible to meet the

Mr. *Austin*—continued.

difficulties of harvest by having migration from other districts; now with machinery if the hours worked in the harvest time are necessary in order to get in the harvest, that could be met by bringing in people from outlying districts as was done when you had not got the machinery.

23,889. Do you know that in many districts in harvest time, there is great dearth of labourers?—I have given my experience of the time when the harvest used to be an event to be looked for; when people used to work day and night almost, and put money in their purse, and so on; all that is completely changed now.

23,890. Take this for an illustration; say that there is very bad weather and that good weather succeeds it, the farmer to ensure his crops finds it necessary to get all the labour he can, but to harvest his crops successfully it is necessary for him to work very long hours: would you restrict the labourers from working those long hours to ensure the success of the crops?—We meet that difficulty in this way, as I pointed out on the last occasion; that if exceptional circumstances arise which make it necessary to work more than the statutory number of hours then it would be for more than the statutory number of hours to be worked and afterwards for the employer to show the emergency, to show the exceptional nature of the circumstances.

23,891. Therefore I take it that in an eight hours' Bill you want to have certain clauses?—I would make it absolutely prohibitory on the employer to employ a man or woman for more than eight hours per day, and prohibitory on the workmen to work more than eight hours per day, except in cases of special emergency which would have to be demonstrated.

23,892. Supposing a certain trade say we do not want an eight hours' Bill, would you have an Act of Parliament enforced upon those men against their will?—Yes, most assuredly; although I do not think that we have come to that yet. I do not think that even the majority of the working people would vote in favour of that. Personally I am in favour of it, and will tell you why, because we find that in cases out of 10 of those in whose interest legislation of this kind is necessary, although the great majority might be in favour of it, some of those whom it would touch most nearly and most benefit, would oppose it. For instance when it was proposed to make certain legal restrictions in reference to the knife-grinders in Sheffield, they sent a deputation to the House of Commons to oppose it on the ground that these restrictions would make the conditions so much more healthy that their lives would be lengthened, and that would intensify the competition in that particular department. Then we find too in the industries where children are employed the general tendency is to raise the age of the child before it shall enter the factory, but we find in those industries where children are most widely employed, the parents ignorantly oppose legislation for raising the age of their children. As a matter of fact, of course

Mr. *Austin*—continued.

where children and women are employed the man and his wife and children can only earn between them the wages of the man in other districts; but the people there say, "we could "not get the wages if we did not employ our "children." Therefore it is very often necessary to carry legislation of this kind in spite of those in whose interest such legislation is mainly promoted.

Mr. *Tom Mann.*

23,893. As I understand your principal complaint, it is that the rate of wages, that is the weekly rate of 19*s.*, is very low, and that in some departments they get the 19*s.* only, whilst in others they get considerably more than 19*s.* for exactly similar work?—Yes.

23,894. You have mentioned that negotiations have been opened up from time to time with the proper department?—Yes.

23,895. And with some amount of success?—Yes; but not very much success. Some time ago, soon after we had got these men together, and we had, I think, then about 1,500 of them in the organisation, we asked the War Department on behalf of our organisation to receive a deputation from the Union, representing all sections of labour who were interested, because we contend that this is a matter which does not interest the Arsenal labourers alone, it interests men outside. The reply was that they were not prepared to receive a deputation from the organisation, but they would receive representations through the proper channels from the men themselves.

23,896. And the request to receive that deputation meant a request for a deputation from governmental departments throughout the country?—Yes, and from the South Side Labour Protection League as a labour organisation simply.

23,897. Appointed by a Trades Union?—Yes.

23,898. Did that Trades Union extend to the other governmental departments, say, to the dockyards?—At that time, yes.

23,899. It did at that time?—Yes.

23,900. And the deputation was elected by the men in the respective districts?—No. It was proposed that the deputation should come from the Trades Union as a Trades Union, you see, with the idea of respresenting the views of outside labourers in connexion with the labourers working in the departments, as well as the views of the labourers in the departments.

23,901. I quite see, and the reply to that was?—That we had no business in the matter really, that Mr. Stanhope did not see his way to receive any such deputation, as the men were perfectly free to make proper representations through the proper channel.

23,902. Has there been an advance of wages within recent years for those labourers?—Yes, in some cases the wages have been raised 1*s.*

23,903. From what?—These 19*s.* men to whom I have referred, were in 1889 getting 18*s.*, and they were raised from 18*s.* to 19*s.* Some of the men in the other departments, I believe, were

Mr. *Tom Mann*—continued.

getting 17*s.* and 18*s.*, and they were raised from 18*s.* to 19*s.* and from 17*s.* to 18*s.* respectively.

23,904. Are there any now receiving less than 19*s.*?—Yes, but that is a department which will be touched upon by another witness.

23,905. Have any other steps been taken since the refusal to receive the deputation?—Yes. We then got an interview with a number of Members of Parliament, including those who represent labour particularly, and those who represent the Arsenal and Dockyard constituencies. The result of that interview was that questions were asked in the House of Commons, and a resolution was brought forward by Colonel Hughes, the Member for Woolwich, asking for a special committee to be appointed. The Government opposed that, but promised an extraordinary departmental inquiry, that was to say, not an ordinary departmental inquiry, but a sort of departmental commission made up of representatives from the different departments. Something of that kind was done, the inquiry was made principally by Mr. Forwood, with the result that these advances, to which I have already referred, were made.

23,906. But it still leaves a very large proportion of the men at 19*s.*?—Yes.

23,907. In the event of the men organising more effectively than they have organised until, say, practically the whole of them are enrolled in a trades union, what could they do by means of enrolment in such a trades union to rectify the difficulty as compared with that which they might do were they working in private firms?—What we have always held out to them is this, that their organisation, their being *employés* of the Government, ought to be more powerful, and ought to be more effectual than the organisation of men working for private firms, because after all, the workmen have a claim upon the Government which they have not upon private firms. A private employer, as long as the present system lasts, is of course master of the situation, and the public has no right to interfere, it seems to me, with the private employer, as long as you allow his right as a private employer. He is master of his own concern up to that point; but the Government is representative of all classes of the community, and the workmen forming the majority ought to have more control over the Government than they would have over a private firm, and they ought to be prepared to say, "these men working in arsenals "and dockyards are our workmen, and we will "see that they are properly paid, whatever "private employers may do." That has been our contention; that has been the inducement held out to the men to organise, that the first step necessary to show that they want an improvement in their position is for them to organise, and to organise with their fellow workmen outside the departments, and then get their fellow workmen outside the departments to bring pressure to bear upon the representatives of the different constituencies in Parliament, which after all dominates the Government.

Mr. *Tom Mann*—continued.

23,908. In saying that they have a claim upon the Government to comply with the conditions you specify, that is on the understanding that the public are prepared to support the Government in such behaviour?—Yes, the working men.

23,909. What I want to get at is this, if these 4,000 labourers for whom you are speaking were working in private shipyards, or in places like Armstrong's, or in private firms doing similar work, they would have then the freedom to organise which I understand the Arsenal labourers have?—Yes.

23,910. They would also be able to open up negotiations with their employers?—Yes.

23,911. Which might or might not prove successful?—Yes.

23,912. In the event of their not proving successful the rule is, is it not, if they think they are strong enough, to give due notice to their employers, and say that unless some reasonable concessions are granted, the men will sooner or later strike?—Yes.

23,913. Can that action be taken with regard to the men for whom you are speaking?—There is no reason why such action as that could not be taken, but we have held that such action would be quite unnecessary if the men were organised.

23,914. Supposing such action should be taken, judging by past experience, what would be likely to happen in these governmental departments?—It is threatened that the military would be called in to do the work of the labourers. Whether the Government would be in a position to carry out that threat of course remains to be seen.

23,915. Have you had any experience where action has been taken of this nature by any section?—We have had no experience.

23,916. You do not know of any other sections of labourers that may have had it?—No.

23,917. In advocating the eight hours' day on behalf of the men whom you represent, I presume you mean that they are favourable to the eight hours' work-day being established throughout the whole of the Arsenal?—Yes.

23,918. We are not to understand that these labourers think it is possible to have the eight hours' day for themselves, if the others do not?—No, they want the eight hours day right out.

23,919. You have fixed the standard that the Union requires at 30*s.*, I think?—Yes.

23,920. But it would be a very considerable help if the 25*s.*, which now prevails in many departments, should be made the minimum?—Yes.

23,921. That is, if you get the men rated not at 19*s.* or less, but at 25*s.*, which is commonly received by a considerable section, that would be a very considerable step in advance, and would remove some of the principal grievances?—Yes, that is so.

23,922. And that would be a direct and good result of your statement to-day, if such a result could be obtained?—Yes.

The witness withdrew.

Mr. GEORGE CLEMENTS called and examined.

Mr. *Dale.*

23,923. You are a labourer employed in the Ordnance Store Department of the Royal Arsenal at Woolwich?—Yes.

23,924. You have heard the evidence that has been given by Mr. Quelch?—Yes.

23,925. You know, therefore, how very full and complete that evidence has been, it will not be necessary therefore for you to repeat that which he has already stated to us if you agree with it, but it would be desirable to save our time and to save your own time if in the main you would direct your attention to anything which you think Mr. Quelch has not stated to us. You desire to say something about rates of wages, do you not?—Yes. Would it be as well to commence with the number of men employed in our department and the rate of wages received?

23,926. Yes?—According to the "Times" newspaper of the 19th of February 1892, in answer to Colonel Hughes, Mr. Stanhope said that there were 865 labourers in the Ordnance Store Department; of these 175 are paid at 17*s.* a week, 273 are paid at 18*s.* a week, and 150 at 19*s.*, and that the remainder are at the higher rate, which means 1*l.* or 1*l.* 1*s.* That I take it is about a correct statement.

Mr. *Dale*—continued.

23,927. Those are the rates at which respectively those numbers are rated at?—Yes, rated.

23,928. Subject to additional payments?—No, there is no additional payment in this department, those are the actual rates of pay, no more, and no less from week to week, month to month, and year to year.

23,929. It is not the same with the Store Department as with the Laboratory Department, is it?—That is quite a different thing altogether.

23,930. What are the hours of work?—The hours of work in this department are 54 in the week in the summer months, and 51 in the winter months. The men are allowed five holidays a year, and six days' leave with pay, but should our men at any time during the year lose time or fall sick that is deducted from the annual leave which is granted to them, so that it comes to this at the end of the year that very few men can claim any indulgence whatever from the six days' leave. But even if they do claim it, it is not six days' leave put to the purpose of recreation, but it is used for the man getting, if he possibly can, employment to occupy that time in order to help him to get a visible means of living. If at any time he gets six days' leave clear off with pay from the Arsenal

Mr. *Dale*—continued.

thing like 30 altogether in number; there was one gang——

23,943. Those were not Government *employés* were they?—They were not Government *employés*, they came with the ship. These stevedores worked in the hold stowing the ship on the quay belonging to the Ordnance Store Department. There was a gang consisting of one foreman, one leading hand, and 10 men. These men had to supply the stevedores and keep them going the whole of the day until the ship was loaded. These men on the wharf were getting 4*d.* an hour and the stevedores were getting 8*d.* and 9*d.* per hour. We had to do exactly the same amount of work, and we had to handle the same kind of things. Of course we loaded and put the stores down to them and we only received 4*d.* per hour and they received 9*d.* per hour.

23,944. But if this had been a private wharf would the stevedores not have received more than the labourers serving them?—If it had been a private wharf the stevedores would have received the same amount of money as they did then, but a man working on a private wharf would have received 6*d.* an hour.

23,945. But less than the stevedore?—Yes, less than the stevedore. The same gang after they had completed this big ship took on a smaller ship of 260 tons to load, on which they did not require stevedores to go into the hold; but the men on this gang go into the hold of this small ship of 260 tons and they do exactly the same work, they stow exactly the same amount of tonnage, they do everything on the same principle, there is the same time, but instead of getting 9*d.* an hour they get 4*d.*, and it is to be taken into consideration that these men on one day stowed 65 tons of 64 lb. shot. Each shot had to be lifted and handed and stacked on tiers of five high. There were 64 tons of these shots stowed in one day; the whole ship was finished within four days.

23,946. In the former case it was loading?—They were both loading; one was loading for Malta and the other ship was loading for one of the Channel Islands. Now they take it if the foreman was receiving 10*d.* per hour for working, and the men do the same amount of work, 260 tons would be so much at the cost of the Government if they had been loaded by a master stevedore and the stevedores; it would cost the Government 12*l.* 12*s.* Again, if this ship had been let to a master stevedore for him to load as he liked at 2*s.* a ton, which is the average charge of stevedores, it would have cost the Government 26*l.*, so that the Government made on the first case, that is by employing the stevedores to load at so much per hour, at 8*d.* and 10*d.*, 4*l.* 0*s.* 6*d.*; and in the case of the men working, the labourer loading the ship, the Government saved 17*l.* 0*s.* 6*d.*, so that they think they ought to be paid according to the same rate of pay as the ordinary dock labourer gets on the opposite side of the river, as they do exactly the same work, and the same amount of work.

Mr. *Dale*—continued.

23,947. You do not suggest that it would have been expedient for the Government to have let the work to a master stevedore?—If they did it would have cost them 17*l.* more. I do not suggest that; I suggest they ought to give the Government workman an equivalent to what the private dockyards give their men.

23,948. What is paid by the dock company to their permanent labourers?—24*s.* a week, and casual labour 6*d.* an hour. These men work eight hours a day. We get 4*d.* an hour, and work nine and a half hours a day.

23,949. Not nine and a half all the year round?—No, I am speaking of the summer now; it is 51 in the winter and 54 in the summer.

23,950. Fifty-four hours a week in the summer?—Yes, 54 hours in the summer.

23,951. Taking the dock labourer getting 24*s.* a week, how many hours does he work?—He works eight hours a day.

23,952. All the year round do you mean?—All the year round.

23,953. Of course, for whatever it may be worth, that labourer in the employment of the dock company does not get any number of days' holiday for which he is paid?—No; I believe he does not. The great grievance of the men is that the rate of pay has so many divisions. There are 17*s.* men, 18*s.* men, and 19*s.* men, all working in the same gang, and doing exactly the same kind of work, all doing exactly the same amount of work, and that is the great grievance.

23,954. Then, as to the man who is raised from 17*s.* to 18*s.* and from 18*s.* to 19*s.*, is he so raised after a certain length of service?—When he comes to his turn. He might get raised from 18*s.* to 19*s.* in 12 months, and he might not get raised from 18*s.* to 19*s.* in 12 years.

23,955. What brings about his turn?—By men being discharged, or discharging themselves, or death.

23,956. But there is a certain proportion of men paid at the same rate?—Yes, a certain proportion. 372 are paid at 18*s.* a week.

23,957. And that is the fixed proportion?—Yes, that is the fixed proportion.

23,958. As vacancies occur in the higher-paid ranks, so the men are transferred from the lower-paid ranks to them?—Yes; their great grievance is that there ought to be one rate of pay all round, and they claim or ask (there is no claim in Government service) to be served the same as their next-door neighbours, the same as the dock labourers across the Thames get, in the Victoria Docks. The permanent rate of wages is 6*d.* an hour in the other docks.

23,959. What do you desire to say about the hours of work in the winter months?—They are very laborious to these men, and they ask to come in at 6 o'clock. This is a most extraordinary thing, but when explained, perhaps it will not look so extraordinary as it appears to be in asking for an extra hour. These men complain that coming in at 7 o'clock, and

Mr. *Dale*—continued.

23,971. Have you found the opposite thing, a man leaving the Government employment, and passing into private firms?—Yes, it is done every year in the hopping time or harvest time, they obtain leave and go away to that work; that is the experience I have had.

23,972. That seems to be a mere temporary leaving. What becomes of them after the hopping or harvesting season is over?—If they come back and make application for employment, and their character is good, the Commissary General, being a good gentleman, takes them back again.

23,973. But that is not the question I put. What you have told me is that there are certain seasons of the year when perhaps the attractions of the harvest or hopping season in the country lead men to run the risk of not recovering their employment if they give it up?—Yes.

23,974. But what I am asking rather is, do you find the men leave the Government employment, or labourers more particularly in the Ordnance Store Department in order to seek what they think is better pay in private firms?—Yes, they do it almost every day. Every man in that department has his eyes open with a view to bettering himself and as soon as he can seize a chance of bettering himself, he does it.

23,975. As a matter of fact do you find that men are passing every now and then out of the Government employment into the employment of private firms?—That is so with reference to this department. If anybody offered me 21*s.* a week or 24*s.* a week I should not stop a minute with them.

23,976. Therefore you think there are no conditions which make up for the apparent lower weekly rate of wages in the Government employ?—There are none whatever in our department, neither piece-work, task-work, nor anything else; it is one simple routine of payment year after year.

23,977. There are some surely—they may not amount to much, but there are some—you have sick-pay?—That they do not admit to be a benefit. Sixpence a week will provide for the whole of that and more than that.

23,978. You are entitled to sick-pay?—We do not acknowledge it. We acknowledge that our forefathers——

23,979. That is not my question?—As regards taking it we have it.

23,980. What I want to draw out is this; I want to know whether there are some privileges enjoyed by the labourer under the Government at Woolwich which are not enjoyed by the labourer under the private firms on the Thames. Whether they amount to much is another matter. I suppose the labourer under the private firm would not get sick allowance?—No, but they get——

23,981. Quite so, but he would not get sick allowance?—No.

23,982. For whatever it may be worth he would not get the holidays free of deductions?—I am not able to answer that question. Wherever I have been working before I have always had to lose my holidays.

Mr. *Dale*—continued.

23,983. But we want only to get the facts. What you say is that there are, no doubt, some privileges of this sort, but you do not think they are at all equal to the lower rate of pay?—The highest rate of pay inside with all the privileges would not fetch the amount by a half or quarter up to the standard of outside pay.

23,984. I only want to know your views of it?—That is my view.

Mr. *Mawdsley.*

23,985. Do I understand you that you are entitled to a pension after so many years' service?—Yes, but before you proceed any further, will you allow me to state this, that being a pensioner and serving my country and my Queen for that pension I cannot, for the life of me, see what the Government or any employer has to do with my pension.

23,986. I speak of pension prospectively. Supposing a man goes into this department at the age of 25 or 30 and works 25 years, would he be entitled to a pension at the termination of his service?—No, there is no pension now. I believe there is a bonus after 12 years, but that lies in the discretion of your foreman and the Commissary General if they like to recommend you for it.

Mr. *Trow.*

23,987. You stated that the quantity of work had been considerably increased and the number of men not increased. Are the appliances the same now?—I tell you appliances are so great now, compared with what they were a few years ago, such as the broad-gauge railway fetching up the stuff, that they can do without increasing the men, but still the men on the wharf have to do more work because the stuff arrives more quickly, and in greater bulk than it did before; therefore the men's work is more than it was in former years.

23,988. But they have no machinery to help them on the wharf, have they?—None whatever, only the hydraulic crane; no other machinery.

23,989. The men are doing double the quantity of work, you say?—Double the quantity of work they did four years ago.

23,990. With no increase of wages?—Yes, they have increased 1*s.* There was a rise from 17*s.* to 18*s.* They had a rise of 1*s.* which Mr. Quelch told you about in his evidence.

23,991. Is there any complaint about so many pensioners getting work in the dockyards and arsenals?—There is no difference made.

23,992. But is there any complaint about preference being given to pensioners and pensioners being put over the heads of ordinary labourers?—I have not heard of any. I can only point out a case of this kind, of two men coming for employment, one an old soldier, and the other a civilian. Both their names were on the books,

Mr. *Dale*—continued.

Chatham the average rent of houses is, as I said, about 5*s.* per week. In Plymouth it is extremely high, for in Plymouth or Devonport where a dockyard is situated a man will have to pay from 3*s.* 6*d.* to 5*s.* per week for two rooms, and it is a well-known fact that men who have families have to herd in one room because they cannot afford to pay so much. Also, as I was saying, with reference to food; we had a man in our yard who drew up a sketch of what his wife paid for different things, such as food, out of the 17*s.* a week and he showed how it was expended. He put his rent down at 4*s.* out of the 17*s.* which left him with 13*s.*, part of that remainder was expended in coal, which is one of the necessities of life. He found that his wife burnt a hundredweight of coal a week, and that, with the wood for kindling purposes, amounted to 1*s.* 6*d.* for fuel alone to be spent out of this money. Then his bread bill came to so much at 11*d.* a gallon as it is measured in our district. Four loaves, or 8lbs. of bread cost 11*d.*

24,009. Do they sell bread by the gallon?—Yes, they sell bread by the gallon in our district; that, of course, I know is strange. It is rather peculiar I know, as they sell it here by the quartern or four pound loaf.

Sir *John Gorst.*

24,010. What do you put down for bread?—11*d.* a gallon, and a man with a family consumes at least 3½ gallons a week, which means 3*s.* 2*d.* for bread alone. Then to make this bread go down a little more easily they use butter or margarine, some call it cart-grease in our district, for which they have to pay a matter of 1*s.* a pound. Five or six people use two pounds of it in a week and that makes 2*s.*, and his family will use a pound of tea, which will cost 1*s.* 4*d.* at the very cheapest rate we can get it at. Two pounds of cheese will cost 1*s.*, and three pounds of sugar which is very low at about 2*d.*, will cost 6*d.* Half a gallon of flour will be 5*d.*, and one pound of dripping to make puddings with will be 6*d.*, and salt or condiments 1*d.*, and vegetables 6*d.* That gives a total of 11*s.* out of 13*s.* for these bare necessities of life without taking into consideration meat of any description. This leaves a man with 2*s.* a week to provide the remainder with. Our labourers say that they never have any meat except sometimes on a Sunday when they may get a few sheeps' heads, and that is nearly all bone. Now I ask you gentlemen to look at that. A man with a wife and six children perhaps has got to support himself on that; that being a fair estimate, or rather under, what it would really be in a great many families. As to some men, I know their bread and flour bill comes to as much as 6*s.* a week and not 3*s.* 2*d.* or 3*s.* 7*d.* which I have alluded to here in this estimate.

Mr. *Dale.*

24,011. The system described by Mr. Quelch as prevailing in the Ordnance Factories of Woolwich in which a man is rated at 19*s.* a week, but being to some extent set to do other

Mr. *Dale*—continued.

work at a higher rate does not prevail then in the dockyards?—That I will deal with presently in my reference as I proceed further on; I am dealing now with ordinary labourers who are in receipt of 17*s.* and 18*s.* a week. I have not gone over the ground that Mr. Quelch went over, but I might say that the work done by the Woolwich Arsenal labourers is exactly similar to that done by labourers in Her Majesty's dockyards.

24,012. Then you might as well answer now as to whether it is the fact that 17*s.* and 18*s.* a week is that at which they are rated, and that many of them, although rated at 17*s.* and 18*s.* a week, are really employed to a large extent on work for which they are paid more than that, is that so?—No; when they are employed upon other work they become skilled labourers, but we have as many as 1,291 in Chatham Yard alone employed at this rate of 17*s.* to 18*s.* a week.

24,013. None of whom are getting more than that?—None of whom get more than 17*s.* or 18*s.* a week.

24,014. Now that brings you to what you next desire to speak about, the ordinary labourer employed on skilled work?—Yes, but before I proceed to that I wish to point out also this: That in the evidence placed before the House of Commons by Lord George Hamilton a considerable time ago, namely, on August 8th, 1890, Lord George Hamilton stated to the House of Commons and to the country at large, that there were certain privileges attached to the dockyard which should go in conjunction with this low wage. This I wish to refute before this Commission by evidence I intend placing before you. I will just take, for instance, this report of what Lord George Hamilton says here. Dealing with dockyards he says "the advantages are continuity of "employment, getting on the establishment, "and the chance of promotion." Then he deals with the case of labourers getting 15*s.* a week; that was the rate at that time. I may say it is only since April 1891 that the labourers' rates have been raised to 17*s.* and 18*s.* a week. Previous to 1891 the men were only receiving 15*s.* to 16*s.* or 17*s.* a week, but owing to the agitation, mainly conducted through my Society and myself as secretary, we were enabled to bring the Government to increase the wages 2*s.* per week. Then Lord George Hamilton said that these men who were getting 15*s.* a week were men who were not competent workmen and were kept on out of charity, and that if these men had been in private firms they would have been discharged as unfit for service. I might say, gentlemen, with reference to this that all labourers, all workmen, employed as permanent hired hands in Her Majesty's dockyards undergo a medical examination of fitness before being entered into the dockyard to work. Hence all these men are physically fit for the work which they have to perform.

24,015. That is, they were so when they were taken on?—They were so when they were taken on. As far as I know I have no knowledge of men who were physically unfit to do

Mr. *Dale*—continued.

24,029. Then we will take it for granted that it is so. Then the next question is as to boy labour?—The question that we wish to raise is not boys but young men who are termed boys and paid as boys. Young men of 18 to 20 years of age are employed and paid as boys from 6*s.* to 14*s.* per week. These men are doing precisely the same work as the ordinary labourer and work side by side in gangs with ordinary labourers, and we have even some of those boys engaged upon skilled labour.

Sir *John Gorst.*

24,030. Is that going on at this day?—That is going on at this day, and I have proof here of cases sent to me now of these boys doing so. For instance, a correspondent at Sheerness writes:—"Boy labour.—We have 18 to 20 here "between the age of 18 to 21 doing labourers' "work and not receiving the pay. The work "they are doing is transporting angle-bars, &c. "from one end of the yard to the other." I have here also cases in the dockyard of boys engaged on the same class of work——

Mr. *Dale.*

24,031. I suppose as soon as the boys obtain 21 they pass out of the ranks of the boys?—Exactly, at 21 years of age, but before that time they are simply paid as boys. Mark you this sir, these boys who are called boys according to the regulation are really men, both in size and in strength and in skill. Take a young man from 18 to 20 years of age, he is a man all over. We had a boy working under the Store Department over six feet high, and he left the employment because he was only earning 14*s.* a week, and he entered the service as a Life Guardsman. He was reckoned a boy in the Store Department, but he is reckoned now as a Horse Guardsman, whereas had he remained in the dockyard he would have been receiving 14*s.* a week, but he doing the same work as men. Then there are a number of boys employed at drilling at from 11*s.* to 13*s.* a week, that is skilled labour, and there are some at hand-drilling. Mark this, some of their drilling posts are posts weighing between 30 and 40 lbs., and those they have to stick up at the side of the ship before they commence to drill, and that is heavy laborious work, and these young men are really only in receipt of this miserable and most inadequate amount of wage, from 11*s.* to 13*s.* a week as is pointed out in the case here. So much for boy labour. I am prepared to submit proof of all that I have stated so far as the boy labourers are concerned. Then the next item, I think, on my summary is trade union rates for general labourers in the district. Now, I might say that with reference to the district, wherever there is a dockyard or a naval establishment, or a military establishment, we always find that wages in that district range low. I have heard it quoted by a Lord of the Admiralty, Lord George Hamilton, that they should not be liable to pay over the rate of wages paid in the district. Now it is this way, that the Government if they are established in

Mr. *Dale*—continued.

the district are really the people who govern the prices in that district. Hence we have men working upon general labour work in our district who are making far less money than those men in London and other towns where there is no Government establishment, so that we find the effect of Government establishments in a town is to keep the wages low at present. I do not know whether it is necessary to go through this; I have just received a paragraph of a paper which will bear me out with reference to this. You asked me a question with reference to ordinary labourers' pay, and I will read a paragraph from the "Daily News" with reference to private firms and this will give some tangible evidence of it. This is an extract from the "Daily News":—I cannot give the date, but it says, "London and St. Katherine Docks. Mr. "Egerton Hubbard presided over an ordinary "general meeting of the London and St. Katherine Dock Company held yesterday afternoon "at the Cannon Street Hotel." It is said further on in the extract, "there were on the lists 1,750 "'permanent' labourers, and he thought the "shareholders would agree that the terms of "their engagement were not unfavourable. The "men were guaranteed a minimum wage of 24*s.* "per week, they got half-pay when sick, a fixed "period for leave annually, and a pension in old "age or when incapacitated for further work of "from 7*s.* to 12*s.* per week, without any "deduction from their wages. Next, they had "about 1,200 'registered' men, and from this "class——" but I need not go further, I simply take that as a proof of what I say (*handing in extract*). The dock company were paying their labourers 24*s.* a week and were giving them sick-pay, but Her Majesty's Government does not give the dockyard labourers sick-pay nor does it give them any leave. We are not paid for leave except in the case of the holidays previously mentioned. These holidays practically take the place of the bank-holidays of private firms, and I believe that bank-holidays in private firms are paid for. When I worked in private firms I was always paid for them and there was no reduction in my wages. Therefore we take it that the Queen's Birthday and Coronation Day and Good Friday and Christmas Day are simply bank-holidays for the dockyard labourers. As to leave we are allowed 14 days during the year, but if we take that leave we do not get paid for it. Yet these private firms generally pay their men for a week's leave during the year. And that is not so in Her Majesty's dockyards. I thank you for allowing me to refer to that and I will now proceed. I will leave the further evidence with reference to that. I might say that there are a few boy labourers.

24,032. We need not have more upon that. You have told us all you can with advantage tell us?—Will you permit me to give this one case as an average and it will give some idea to the Commissioners of what I mean. A boy *

* The Witness handed in the name of this boy, but desired that it should not be published.—G. D.

Mr. *Dale*—continued.

one of the grievances is that certain industries such as you have been describing, such as cranemen and locomotive-men should be classed as separate industries, and not be merged as you say in the general expression of skilled labourers, that would be sufficient. You have made that emphatic and clear to us, and you need not go further into detail about it. You need not enumerate every trade that you would desire to be dealt with in that way?—Just so.

24,036. One recognises with satisfaction that your heart is very thoroughly in the matter that you are bringing under our notice, and that you have a very full and complete knowledge of it. Out of the fulness of the heart the mouth speaks, but you must also remember that you may really make a more emphatic statement before us if it is less loaded with detail, and it may rest rather better in our memory?—Yes, the only reason for my going so much into detail is that I am thoroughly aware and cognisant of the fact that the public, and Members of Parliament, and others do not know the real state of affairs existing in our dockyards, and when we agitated for a committee of inquiry we were given a departmental inquiry, namely, Mr. Forwood, Secretary of the Admiralty, coming and taking the grievances of all, but we have heard nothing more about it.

24,037. Then go on?—We contend that the rate of wages of 20*s.* a week should go up to 24*s.* for skilled labourers. We have skilled labourers on piece-work. Coming now to the piece-work question, these men are able to earn perhaps more than their wages. The great grievance in Her Majesty's dockyards with reference to piece-work is that the men do not know the prices at which they are working. There are no price-lists in the hands of the men similar to those I have here. The price-books here (*handing in the same*) give the prices paid by Fairfield, and the prices of the Tyne and Clyde shipbuilding firms are in the price-books laid down by them for the guidance of their men upon piece-work. But in Her Majesty's dockyards a man goes on piece-work, and works all the week, and at the end of the week when he goes to the office for his money he finds himself in innumerable cases checked below his wages, that is, below what he ought to receive as day-pay. For instance, I have got men here whose day-work rate was from 3*s.* to 4*s.* 6*d.*, and at the end of the week they were checked 9*s.* 1*d.*, 7*s.* 1*d.*, 2*s.* 3*d.*, 4*s.* 8*d.*, 4*s.* 11*d.*, 2*s.* 11*d.*, 4*s.* 9*d.*, 4*s.* 5*d.*, and so on. Those men were upon piece-work. They did not know the prices they were to be paid for their work, and at the end of the week, when they took their money, they were that much short of their day-pay money.

24,038. The figures you quoted just now were not what they received per week?—No.

24,039. But the amount by which their rates per week on piece-work fell short of what they would have received had they been on day-work?—Yes.

24,040. You say a man may be employed on piece-work, and be kept at it for a time and he is not told at what rate his work is to be paid?—Exactly.

Mr. *Dale*—continued.

24,041. The amount received may prove to be considerably less than what he would have received had he been on day-work?—Yes.

24,042. Why it is so he does not know?—That is the system. As I say, I have here many sheets of cases where the men are so employed, and I will just give you one case here with reference to that. Here is a driller paid on June 10th. He is checked 5*s.* 4*d.* less than day-pay for two days' task-work, the 30th May, and June 1st. That is a case in one of Her Majesty's yards. He was walking about on Monday because he could not get any work. The man was to be on piece-work, but he was walking about because there was no one to give him work. The shipwrights and men who give out work were engaged outside the ship, and they could not attend to him, and he protested about being on piece-work with nothing to do, but no notice was taken of it. On Tuesday he stopped out on leave. Probably his intention was to give them time to find him work for Wednesday. On Wednesday there was nothing to do till 2 p.m., and he applied to the inspector for work, but could not get any. On Monday he drilled out nine rivets. On the Thursday, Friday, and Saturday, that is three days, he was put on day-work, and those three days paid him 10*s.*, and the other two days paid him 1*s.* 4*d.* He took 11*s.* 4*d.* for his wages for five days. These are the sort of things we complain about, and they are a grievance which we suffer from in dockyards. We should have piece-work lists given to us to show the prices and we should know how we earn our money.

24,043. I think we quite understand that now?—Sometimes we get a reduction of wages. There is a slackness of work perhaps in a particular industry we find, and they are taken off their work, and put up on ordinary labourers' pay. We have cases to prove that this method of shifting the men has been used to their disadvantage, because I have a case here of a man who was taken off. He was working on a 160-ton hydraulic crane. He had served eight years in charge of a crane, and he commenced at 17*s.* a week, and worked up to 20*s.* a week. That is he rose by his skill and industry to 20*s.* a week. He was in receipt of 20*s.* a week for four years. Then he was reduced to 17*s.* He was away from his job two days, and returned to be put back to the same work, and remained at it earning 17*s.* a week for 15 months. Then he received 18*s.*, and that was the minimum. Then when the rise came he got 1*l.*, and there are several other similar cases. That shows that they may lose 3*s.* a week, and be reduced to 17*s.* Although he was away only two days, he lost that money for over two years. That is one grievance, and we contend that there is enough skilled work performed by ordinary labourers who are not receiving the pay, to find employment for those men who are skilled labourers and have been in receipt of the skilled pay; there is enough for them to be put upon

Mr. *Dale*—continued.

illed work and for the ordinary labourers ut back to their ordinary work. Now, onfined spaces, that is another question, touches us very much. Confined spaces se spaces in the double-bottoms of the nd the magazines used at present. They ces where no air can get, but through the le. They are places as to which it is ing in an oven, you are stifled up, and he men are using red-lead, perhaps. A , for instance, is working with red-hot thrusting them through red-lead, causing which are more easily imagined than ed. The iron-caulker is working upon d, and the painters, when they are g down there, are also working upon which contains white-lead, and these men in that although the Admiralty Regulations *ng in the same*) say that all labourers who ployed in this work shall receive 8*d.* per addition to their ordinary pay, they do not while so employed. The mechanics when loyed are to be paid 1*s.* a day, but these not receive 8*d.* per day, while they are so ed. The rule in some yards is that they get ys' pay, that is 1*s.* 4*d.*, and they remain con-sly for months. In Sheerness they tell me ey get four days, but sometimes they do not y, and in Devonport it is the rule to get two nd in Portsmouth the same. Now, this tend is wrong. The Admiralty have laid instructions that they shall receive 8*d.* a xtra because it is injurious to health. rwood, as my colleague says, contended ek that it was not injurious, yet the men d to be very careful. "The face and hands ld be washed, the mouth rinsed and hair ed several times a day, and bathing and tion of the whole body should be frequently rmed; also the working clothes should not ade of woollen material, but of canvas, and should be washed once a week at least. should be worn as little as possible after ng out, and some light and impervious cap d paper) might protect the head while the man is at his labour. Care should be n that none of the poison is admitted into system with the food." So that it shows e Admiralty recognises the fact that the s injurious to health and they allow 8*d.* em according to the Regulations, but the not get it, and hence they complain very of this. The men complain saying that d for their health, and that they should be d 1*s.* per day instead of 8*d.* for doing this n the double-bottoms, and I can assure you ell worth it. That is all with reference to atter. Now on the last page we come upon atic overtime. The dockyard regulations wn that the sum of money granted or for yard wages is to cover extra payment ry description. I have worked out the paid to us as labourers in a dockyard and red it with that paid in private firms, and that, whereas the average price paid in firms is 1*l.* 11*s.* 6*d.* throughout England as erage, we in the dockyards get 1*l.* 7*s.* $9\frac{2}{52}$*d.*

Mr. *Dale*—continued.

24,044. I do not quite follow the figures?—The figures are these that the wages paid to workmen throughout England are 1*l.* 11*s.* 6*d.*

24,045. What class of workmen?—All kinds; every kind of workmen throughout the country. It is 1*l.* 11*s.* 6*d.* Taking the vote granted by the Admiralty for wages for the men so employed upon the works we find that our wages amount to 1*l.* 7*s.* 9*d.* on the average.

24,046. Do you think it is worth while going into that? It must be very difficult indeed to establish a comparison between the average wages earned by labour of all kinds and descriptions in the United Kingdom with the average paid for labour of all kinds in a particular establishment, or to draw any inference from that?—I think so, too. I think considering that the wages paid to the Admiral and the chief constructors and all these officers are included with that paid to the ordinary labourers, we really would come out in the comparison fairly.

24,047. We will take it for what it is worth?—Just so. With reference to overtime, we believe that seeing that this vote that is granted by Parliament annually has to cover all costs, such as this enormous extra amount of work done during the past year upon overtime, it will mean that at the end of the year they will run short of money, and that there will be a reduction of labour employed in the yard. This, of course, means a great deal of distress and misery entailed upon the people in our locality. We ask that systematic overtime should be abolished altogether, because we contend it is wrong. We ask also for the 48 hours a week.

24,048. When you propose that overtime should be abolished, is it with a view to spreading the work over a longer period?—Exactly.

24,049. Or is it to spread the work over a larger number of men employed?—Both.

24,050. Of course there might be something deemed to be very urgent in the matter of national production, which might render it important that work should be got out in a short time?—Just so, and that would be allowed for. I quite follow all that. At the present time all the dockyards in the country are working overtime, and they have put Devonport on half-an-hour a day for overtime at evening. It is ridiculous on the face of it, I was going to say. As there is such a large number of men employed, and as this vote is limited to a certain amount, it means that the men at the end of the year are going to be without employment, and it is a matter of impossibility for the men to save anything out of their earnings that they get for overtime, because it costs them an equivalent to what they earn in extra food, and general inconvenience. Then there is another question with reference to that. Speaking of reductions we find that in some classes these skilled labourers have been reduced. The iron-caulkers a short time ago were reduced in number and the remainder were put upon piece-work and overtime, and some got down to 18*s.* a week, and we contend that that was radically wrong on the face of it, and a grievance that should be

Mr. *Dale*—continued.

rectified. I believe that this Labour Commission has to lay before the country really the facts with regard to our employment, and I wish to call your attention to that fact. Then we come to the gratuities and pensions. That is one of the things which are brought forward by the Admiralty in defence of a low rate of wage. Now this difficulty as to pensions amounts to this, that a man has to wait for it. There are very few on the establishment. Out of the large number of men employed in Her Majesty's Dockyard at Chatham 1,203 are upon the establishment, but there are only 22 allowed on the establishment to reach the maximum wage laid down (*handing in newspaper cutting*). Then, as I said, these men will work for years. We have men that have been in the yard as long as 15 or 16 years, and then they have had to give up their hired time and go on the establishment, and it has been impossible for them to put in sufficient time to enable them to get a pension of any amount at all.

24,051. Do you use the term "hired list" in your summary as distinguishing the men upon it from those who are on the establishment?—Exactly.

24,052. You mean the non-establishment list?—Yes. I wish to make a correction in that summary there. I have put there that the pension is one week's pay for each 10 years of establishment time. That should be altered to one day's pay for each 10 years served, so that a man at 17*s.* or 18*s.* a week gets 3*s.* a week for every 10 years' service, or if he is 30 years at work be gets 9*s.* a week pension; and if he has had 16 or 20 years hired time he gets nothing for that; that is all lost when he goes upon the establishment.

24,053. To bring it to a point, you ask that hired time should count with the establishment time in relation to the granting of a pension?—Exactly, because the man on hired time is giving his services to the country, and is only waiting for a vacancy, but if no vacancy occurs during the time of his employment he has to go out on his gratuity.

24,054. The man who never passes from the hired list does not get a pension at all. Is not that so?—No, but a gratuity; one week's pay for each years' service after 15 years.

24,055. But do you ask merely that in the case of those who have passed on to the establishment their hired time shall be reckoned in calculating the pension, or do you go further than that and desire that the system of pensions should be applied to all?—No, what I was contending was that the hired time should go on to the establishment time.

24,056. In the case of those passing on to the establishment?—Exactly.

24,057. But we do not understand you to mean, do we, that you advocate a system of pensions for all who are employed?—No, I am not advocating that now.

24,058. This suggestion, therefore, of yours is merely with regard to those who have passed on to the establishment?—Exactly. Otherwise you would make an establishment of the whole yard really.

Mr. *Dale*—continued.

24,059. Yes, and I want to know whether that is what you advocate?—No, I am not advocating that. I am not instructed to. That has not been discussed. Now the next is storehouse labourers, to which body I have the honour to belong. That body of men get 17*s.* a week to 22*s.* 6*d.* a week. They work on a floor with one man who is a storehouse man. I am on a floor, and I am a storehouse labourer, and my mate gets 36*s.* a week, but I get 18*s.* 6*d.* a week.

24,060. You yourself now?—I now get 18*s.* 6*d.* a week in Her Majesty's dockyard, while the man I work with gets 36*s.* a week. He has certainly the responsibility, but if a man's mate goes wrong it must reflect discredit on the man working with him, seeing there are only two on the floor. We have under our charge something like 30,000*l.* worth of gear in the yard, that is material under our care, and this is what I want to show in that respect that the wages from 17*s.* to 22*s.* 6*d.* are radically wrong seeing that all these storehouse labourers have to do a similar class of work. You rise from 17*s.* to 18*s.* 6*d.* in two years. Next January I get 1*s.* 6*d.* rise for four years' service, that makes my period of service in the storehouse four years, and then I have to go another two years before I get 21*s.* 6*d.*, and then another two years before I get 22*s.* 6*d.* That is the maximum. So that we have really to work eight years before we come to the maximum of our storehouse labourers' pay. Then there is another grievance with reference to the boys. They take boys on in the storehouse as storehouse boys, and although these boys have worked six or eight years when they become 21 years of age, instead of allowing them to be eligible to sit for examination, they must go on for three years more as storehouse labourers having worked as boys previously in the storehouse.

24,061. What is the nature of the examination that the boys pass?—It is the Civil Service examination in reading, writing, and arithmetic, and, in addition to that, there is the preservation of stores, stowage, &c., classification of stores and all that. That is the qualification. That, I think, will conclude my evidence.

24,062. How long have you yourself been in Government employment?—Nearly four years, four years come next October.

24,063. And during that time have you been at Chatham all the time?—Yes, all the time at Chatham. I entered at 15*s.* a week, and was on that for six months. These storehouse labourers are chosen from the ordinary labourers for their ability and education, and put among the storehouse labourers at 16*s.* a week. Then when I served two years I was put to 18*s.* a week's work. When the rise came, this increase of pay we got last April, I got 1*d.* a day extra.

24,064. Is there a union?—Yes, of which I have the honour to be the secretary.

24,065. What do they call that Union?—That is the Chatham Dockyard Labourers' Protection League, of which I am the secretary.

Mr. *Dale*—continued.

How long has it been in operation?—cember 1889.

How many members has it?—At could not tell you; I am like Mr. ith the labourers. We have got about ur books, but at present the financial only number 100; but mark you this, ly the Union to which I belong. There tion to that, the Hammermen's Union, other class of labour. There are the llers' Society, the Rivetters' Society, ron-Caulkers' Society.

Your Society, judging from its name, s into membership those who are em- the Government yard?—Exactly. friend and I represent takes in the rd. I am general secretary of the nt Labourers' Federation of Govern- *loyés*. That embraces them all, and ievances being similar we are able to or two delegates to represent the whole

But it is only ordinary and skilled who are eligible for membership, is -Exactly.

Mr. *Burt*.

When did this increase of wages take On the 1st April 1891.

I think you stated that prior to that that is now 17*s*. a week was 15*s*.?— to 17*s*. It was 15*s*., 16*s*., and 17*s*.; the minimum, 16*s*. the intermediate, he maximum.

Was this 16*s*. increased to 18*s*. when se was made?—The 16*s*. was abolished nd 18*s*. were made the miminum and , respectively. A shilling rise was

How was it obtained? Was there iderable agitation, or was there some over a lengthened period before it was ?—Yes. In October the first of the was started myself writing under a *ume* to the newspapers at Chatham and meetings with the aid of Mr. Quelch, re, and to form the dockyard labourers gue. They held meetings. The first as supported by the Earl of Darnley, of Rochester, and the clergymen and , and councillors of the town, who y sympathised with us in respect to ages. They urged upon us to send in to the Admiralty Superintendent, and The rise was brought about by the Arsenal labourers getting Colonel o move in the House of Commons. Hughes next wrote to me, as one of the secretaries, for information, and I im with information; and, finding he to take up the question I wrote to as mbers of Parliament as I knew, and them with information, so that when er came before the House, Colonel ook up the Dockyard Union, and there

Mr. *Burt*—continued.

was a departmental inquiry made by Mr. Forwood.

24,074. Then it was subsequent to the departmental inquiry that the advance was made, was it not?—No.

24,075. Then the departmental inquiry was entirely independent of the advance of wage, was it?—The departmental inquiry was caused by agitation throughout the House of Commons. The Members of Parliament were supplied with facts, and they considered the matter all over the House of Commons, and the Government thought it was absolutely necessary to make an inquiry into the matter, and Mr. Forwood was appointed as I say.

24,076. The unions took the initiative in connexion with the advance?—Yes, exactly.

24,077. And now, I presume, they are agitating with a view to directing public attention to the grievances that you have detailed here to-day before the Commission?—That is our object. That is our work at the present time.

Mr. *Trow*.

24,078. Is the work continuous all the year round in the dockyards?—It is, when there is work; but in the event of work falling slack, as in some departments, the men are discharged. Taking the last few years the work has been continuous.

24,079. That is, they keep the men there, if there is not much to do?—If there is not much to do the men would be discharged, the strength would be reduced.

24,080. For a short time?—For a short time.

24,081. They keep them on for a short time, I mean?—It is questionable whether they do so.

24,082. Do they dismiss them then summarily?—Yes. For instance, take this case, there is a large number of what we call permanent hired hands; they generally are taken on and kept on year after year so long as there is work in the time. At the present time we have a large number of ships returning from contractors to be completed, and there is a large number of casual hands put on in addition to those on overtime, in fact they enter a large number of men in the dockyards to complete the work, and as soon as these ships are completed these men will all go, but the permanent hired hands who make up the establishment really, although not established, will be bound to be required to meet the requirements of the yard.

24,083. But, quoting Mr. Hamilton, you said that one of the privileges was continuous employment?—Exactly, that is what the Admiralty advance in defence of the low wage.

24,084. And you say it is not continuous?—Exactly; permanently hired men are liable to be discharged at a week's notice at any time.

24,085. Have you known any men dismissed when they were getting old, without pension or compensation?—No, I could not say I have.

Mr. *Trow*—continued.

24,086. They do keep your men on?—Exactly, for instance, as to the old men there is bound to be work in the shipyards. It is necessary that such work as sweeping up, and clearing the yard, and scrap-iron work should be done; and, if an old man did not do it, a young man would have to do it, and although these men are put on light work, it is work which, if they did not do it, would have to be done by young men.

24,087. What wage do they pay the old men?—The same wage as the ordinary labourer.

24,088. Is that the custom in private firms?—I believe so.

24,089. Can you tell us where?—I never knew any firm do otherwise.

24,090. You could not give us cases could you?—I could not give you the case of a man being discharged because he was old.

24,091. No, but could you not give us the cases of any private firms where a man is kept on to do this light work at the ordinary rate of wages?—No, I could not, I have not gone into that question. As I say, I have never known a case where a man has been discharged because he was old.

24,092. They keep them on to do light work, do you say?—Not necessarily light work, they are kept on to do this work which may be termed light work, but which would have to be done by a young man if it were not done by an old man. What some people call light work is really hard work. If you take a broom and sweep up it is hard work.

24,093. But this is done in all private firms and Government works?—Yes.

24,094. And I say you cannot give us a case of a private firm where these men who are sweeping up get the ordinary rate of wages?—I might tell you that these men whom you speak of as old are not really old. They are discharged at 60 years of age from the dockyard and not kept on after that, and I know men at 60 years of age who can go and do a day's work now, and I know such men who are earning a day's money now, and who are doing so after receiving a pension from the dockyard. They are now working in private firms.

24,095. Have you any pensioners amongst your men?—Yes, we have pensioners amongst our men.

24,096. Is there any preference given to them in your yard?—No, not that I am aware of. They simply apply for work and their names are taken and when they are wanted they are sent for.

24,097. But do you think that pensioners should have any preference, or should be allowed to enter freely into the market in competition with free labour?—They have a right to enter into the competition with free labour, I take it; why should not they? The present system of enlistment and short service throws men out who are capable of doing a day's work, and they are quite as strong and able to do it as we are.

Mr. *Trow*—continued.

24,098. You complain about classification of rates?—Exactly; limited classification.

24,099. But do you think that it is fair to the free labourer, who has no pension, to be put into competition with a man who has a pension which will partially support him?—I do not consider it fair of a Government to take advantage of a pension for the purpose of making a man's wage lower than the wage of a man who does not get a pension.

24,100. But you were talking about the inability to live in one of your statements?—Exactly.

24,101. That cannot apply to a man who has a pension, and has 20*s.* or 18*s.* a week?—Not necessarily. Of course not; I am talking about a large proportion of labourers who have no pension.

24,102. But how do you apply your proposition, taking into account the position of a labourer with a pension, and comparing it with the position of a man with no pension; because they both want to live?—Exactly; and I say that the man with a pension has earned that pension, and has a right to enjoy it, and enjoy it in addition to what he earns by his work. His pension is not sufficient to keep him, and he has a right to receive the same amount of wage as the man working alongside of him.

24,103. He must get luxuries, you mean?—It is not much of a luxury with the working class.

24,104. You referred to young men of 18 and 20 years of age?—Yes.

24,105. And chippers?—Drillers and chippers.

24,106. Are they skilled men?—Yes.

24,107. Should not it be customary for the men to serve an apprenticeship before they should be called skilled men?—Not necessarily.

24,108. Is not the argument used here that these trades should have apprentices?—Certainly skilled trades. Drillers do not ask to be classed as a minor trade.

24,109. Drillers and chippers?—Chipping in connexion with drilling; it is the same thing almost.

24,110. Is it customary to consider these men journeymen before 21 in private firms?—Yes. I had a set of rivetters, who are a similar trade at Sheerness Yard, and they were getting 1*l.* per week each, three of them.

24,111. Going out of Sheerness Yard and coming down to the Tyne or Clyde, do they consider youths there as journeymen before 21?—Yes.

24,112. Are you sure of it?—I do not know about being sure of it, but I think so, as far as I understand the trade.

24,113. You have not got the rules of the Society, have you?—What Society?

24,114. The Boiler-makers and Shipbuilders Society?—No; I have not.

24,115. They claim that they should have apprentices in these trades?—I have no objection to them having them, because the boys who work at rivetting and about the yard assisting pick up the trade, or they pick up a rough knowledge of the trade anyhow.

Mr. *Trow*—continued.

24,116. But these trades do not employ boys to do it?—Do you call them boys at 20 years of age?

24,117. Yes?—We cannot see it.

24,118. You referred to the holidays of the private firms. What holidays are paid for in private firms?—All bank-holidays private firms pay for.

24,119. In shipbuilding yards?—In shipbuilding yards where the men are on weekly wages.

24,120. But how many men are on the hour system?—That I could not tell you.

24,121. You gave us a list of hourly wages, trades union wages?—Just so. It shows that 8*d.* or 9*d.* an hour is the trades union rate, and it shows that the rate in the dockyard is 2*s.* 10*d.* and 2*s.* 11*d.* per day; but that does not mean to say that we work by the hour; we work by the day and week.

24,122. But the difference is that you work by the day or week, and in the other case the man is paid for what he works and no more?—I rather question that. I have, as secretary of the council, to do with the men who are engine-drivers, and they are paid a weekly wage, and although there is this list which they supplied me with, which shows that they are working at the rate of 8*d.* an hour, it does not mean that they are paid by the hour but by the week.

24,123. Are the dockers paid by the hour?—Casual hands are. As you say, at the Victoria Docks they guarantee them 6*d.* an hour.

24,124. But they are not weekly men?—Exactly; and they are paid by the hour.

Mr. *Trow*—continued.

24,125. Now, you refer to the want of an agreement as to the rate when on piece-work?—Exactly.

24,126. In the case you refer to the man was not at work part of the time, because the shipwrights could not give him his work out?—That was so with regard to that particular man.

24,127. Would a private firm have paid the man for that time?—Would a private firm have kept the man loitering about?

Mr. *Dale.*

24,128. You must answer the question?—I take it a private firm would not tolerate such a system.

Mr. *Trow.*

24,129. All that I know is, that when men are on piece-work they are paid for the piece, and only for the piece, and that there is no guarantee for more?—Exactly; and they are supplied with work to do by piece-work.

24,130. And there are no benefits in the shop, are there; no sick-pay allowed them?—No sick-pay except in the case of hurt. That is hurt-pay.

24,131. Supposing death occurs, would there be any allowance to the widow?—Not unless the man was killed at his work. Then there would be an allowance.

24,132. You have no advantage over men employed in a private firm that would compensate you for the loss which you receive?—No.

The witnesses withdrew.

Mr. THOMAS TWIGG called and examined.

Mr. *Dale.*

24,133. You are employed in Her Majesty's Dockyard at Sheerness, are you not?—Yes.

24,134. And you appear here as the representative of the joiners employed, not at Sheerness only, but in the various dockyards?—The whole of the dockyards.

24,135. Is there a permanent union?—No, no union whatever. We have simply an association of the workmen, and perhaps if you would allow me I would read the first paragraph of the rules of the Association, and that applies to the whole of the dockyards (*Rules handed in*).

24,136. What does it purport to be; read the title?—I will. "Rules of the Sheerness Royal "Dockyard Ship Joiners' Association." Those rules are almost identical except in the construction of the committees Rule 1 is, "That

Mr. *Dale*—continued.

"this Association be named 'Sheerness Royal "Dockyard Ship Joiners' Association.' 2. That "the object of the Association shall be to "promote the social improvement and mutual "advancement of its members, at all times "having regard to the interests and rules of "the service to which they belong."

24,137. Are there similar associations existing in the other dockyards?—Yes, in the other dockyards.

24,138. Now what do you desire to say on the subject of wages?—I intend to confine my remarks entirely to my own trade, and to deal with that, comparing it with the same trade in private firms. Previous to April 1891 the whole of the joiners employed in Her Majesty's service had a uniform rate of pay. You must understand there are two classes, and there have always

Mr. *Dale*—continued.

been two classes of joiners and other mechanics, one being called the establishment, and the other being called the hire. Of course the whole of the hired men were entitled to a certain amount of money in addition to the establishment amount and that was in lieu of pension up to that period, and in April 1891 there was a new scheme brought out by the Government, classifying the men, which has given a great deal of dissatisfaction, and I think gentlemen, if you would kindly accept one of those tabulated statements you will be able to follow me through my argument (*handing in the same*).

24,139. What do you wish to say?—You will see by this statement that it shows the average rate of wages received by the ship joiners employed in Her Majesty's dockyards. That is how they are paid under the classification scheme. You must understand that if you take the totals on the right hand you will find there are 912 joiners employed in the whole of the yards, and at the top of the table you find that those who are getting the maximum rate of pay get 1*l.* 10*s.* a week. 124 out of the total of 373 who are established get 1*l.* 10*s.*, and 11 get 1*l.* 9*s.* 6*d.* There was a new class provided for those who have been recently established from the hired men, and that class was not in existence when the scheme was first formulated. There are 4 at Chatham and 7 at Portsmouth, making 11 in all. At 1*l.* 9*s.* there are 33 at Chatham, 31 at Devonport, 12 at Pembroke, 52 at Portsmouth, and 18 at Sheerness, so that you will see by these figures the injustice of it. What I mean by injustice is this. Take for argument's sake, Pembroke, which has the same number of men almost as Sheerness. On the first class there are only 8, and in Sheerness there are 14 men, so that it works out very unfairly, and when you come further down you will find that it goes on so. Of those receiving 1*l.* 8*s.* 6*d.* there are 2 at Chatham, and 2 at Portsmouth. Of those receiving 1*l.* 8*s.* there are 12 at Chatham, 23 at Devonport, 10 at Portsmouth and 15 at Sheerness, making a total of 87. I should like to take you to the top of the tabulated statement as to the system of pay. You will find there that there are not two yards paid alike. Take, for instance, the established men paid in Chatham Yard, without quoting the fractions it is 1*l.* 9*s.* 2*d.* for Chatham, 1*l.* 9*s.* 1*d.* for Devonport, 1*l.* 8*s.* 8*d.* for Pembroke. 1*l.* 9*s.* 2*d.* for Portsmouth, and 1*l.* 8*s.* 11*d.* for Sheerness, making a total average to the joiners employed in Her Majesty's dockyards of 1*l.* 9*s.* 1*d.* You will find the hired men run very much on similar lines at Chatham. It is 1*l.* 9*s.* 2*d.* there, at Devonport 1*l.* 9*s.* 3*d.*, at Pembroke 1*l.* 9*s.* 6*d.*, at Portsmouth 1*l.* 9*s.* 4*d.*, at Sheerness 1*l.* 9*s.* 5*d.*, giving a total average of 1*l.* 9*s.* 4*d.*, so that you see it goes on so. I have a statement here showing the wages paid in 10 of the principal shipping centres in England, including Cardiff, which shows the number of hours and also the rate of pay in each district. Taking Barrow-in-Furness they work 54 hours both in summer and winter. To make the summary shorter I would say that ship-joiners work in summer and winter the same hours generally with very few exceptions. They get 1*l.* 15*s.* per week. At Birkenhead the hours are 54 per week both summer and winter, and the wages 1*l.* 19*s* per week. At Cardiff the hours are 54 summer and winter, and the wages 1*l.* 19*s.* At Hartlepool the hours are 53 in summer and 53 in winter, and the wages 1*l.* 16*s.* per week. At Hull the hours are 53 in summer and 53 in winter with 1*l.* 13*s.* per week. In Liverpool the hours are 54 in summer and 44½ in winter, with 1*l.* 19*s.* per week. In London they are 54 in summer, and 54 in winter, with 2*l.* 2*s.* per week. In Newcastle-on-Tyne they are 54 in summer and 54 in winter, with 1*l.* 16*s.* 6*d.* per week; and in Stockton-on-Tees 53 in summer and 53 winter, at 1*l.* 16*s.* per week. In Sunderland the hours are 53 in summer and 47¼ in winter, with 1*l.* 16*s.* per week, so that you see by that statement there is no decrease of wages in the winter although there is a decrease of hours. Taking the average of the English shipping industries, which are 10 in number, they average 53⅖ hours in summer and 52$\frac{3}{40}$ in winter, and the rate of pay on the average is 1*l.* 17*s.* 1⅘*d.* Comparing that with our rate of pay of 1*l.* 9*s.*, it shows a very great disparity.

Mr. *Dale*—continued.

24,140. What are your hours?—Our hours are for eight months in the year 53 hours a week. That is from the 15th February to the 20th October, the hours are 9¼ per day. That is the greatest number of hours, but taking the average rate through we work 50⅔ hours per week, or equal to eight hours and 20 minutes per day. That is the average. Now it would be hardly fair we think, and those who instructed me think so, to quote the average of the English without taking into consideration our less higher paid brethren in Scotland and also in Belfast. We class the Scotch district and the Irish district together where there is a large amount of shipping industry going on, and there are a large number of joiners employed. Of course it seems to reduce the 1*l.* 17*s.* 1*d.* in England to a total of 1*l.* 16*s.* 2⅕*d.* I think I am making myself clear in saying that taking the whole district right throughout the United Kingdom where you might say nineteenth-twentieths of the shipbuilding is done, the joiners are paid at the rate of 1*l.* 16*s.* 2⅕*d.* per week, compared with what they are paid in Her Majesty's dockyards of 1*l.* 9*s.* 1*d.*, that is the established men. We take it that we have a clear case for your favourable consideration and I do not think it is necessary for me to dwell any further on the question of pay, but I will take up the question of pensions and hand in the following statement:—

Mr. *Dale*—continued.

1*s.* 6*d.* did that deduction forthwith apply to the men who had been on the establishment for some time?—Oh no, it did not affect them whatever.

24,164. They continued under the old scheme?—Yes. These men on the established now will be a different class of men altogether.

24,165. The new scheme only applied to men who came on to the establishment after its adoption?—Just so. If you will follow these tables through you will see what the interest is. It is 5 per cent.

24,166. Just tell us briefly and clearly what point you want to bring before us?—I want to show you that interest is allowed at 5 per cent. for 35 years. That is as long as a man has any chance of getting the advantages and it amounts to 704*l.* 9*s.* 8*d.* altogether with compound interest at 5 per cent., and taking the number of years that it would take to repay that, which is 30 years, the man would really have to be 90 years old before the whole sum would be exhausted.

24,167. Of course this will require more studying out than there is opportunity for at present, but we will take it from you for the moment if you will say so, that an examination of this table will show to us, especially if we have any actuarial advice upon the subject, that the amount of deduction is in excess of the benefits conferred. Is that what you want to show?—We want to show this; that it is possible after the whole of these amounts of money have been stopped from a man, if he die after 35 years (and that is shown from the cases I have put) the whole of it will be thrown away.

24,168. Is not that the same thing as saying that the deduction is in excess according to any actuarial practice or calculations of the benefits conferred?—Just so. The whole of it is gone. Our contention is that a portion of this, if the man should die, should go to his widow or representatives under any period less than 5 years; whereas under the present system they get nothing whatever. A man may serve 35 years and die, and the whole thing is lost, and his widow may go to the union.

24,169. Are those remarks confined to the former system, or do they apply to the new one?—They apply to the former one and to the present one.

24,170. Then I want to ask you, if you say that the new scale is unfair, why do men wish to pass from the hired list on to the establishment?—I class them both as being unfair.

24,171. Take the new one. If the new one is unfair, if it imposed deductions in excess of the benefits conferred, why do men wish to pass from the hired list on to the establishment?—They do not want to go on it, some refuse it.

24,172. Still you told me some minutes ago that they consider it a privilege?—They actually refuse it after a number of years. Mr. Lewington said this afternoon a man might be 20 years a hired man, and may be middle-aged, and it it would be to his disadvantage to go on to the establishment then even if he had the opportunity.

Mr. *Dale*—continued.

24,173. Still you told me in effect it was a privilege coveted?—We do not ask for any privilege. We take it to be a great privilege to be here to day.

24,174. I only wish you to say which you take it as. You said a few minutes ago it was considered a privilege to pass on to the establishment?—At one time it was considered a very great privilege.

24,175. But now is it?—Now, because the chances are so very small compared with what they were formerly, it is impossible for a man to get on to the establishment till middle age, and then it is not worth his while to go on, because if he got on to middle age the number of years that he would be able to get in to entitle him to any pension would be of no service to him whatever, so that by that reason you will see the advantages are not nearly so great. In two months' time I shall have been 25 years in the service, and I am a young man, and it would be utterly impossible for any man of my age to get that now. Our contention is that we can clearly claim that the Government should allow the pension to our widows or representatives after the period when we are entitled to a pension, for 10, 15, and 20 years and so on up to the end of our days. If we die and receive no pension we claim that our widows or representatives should receive one-half. Then again, another side of the question is that it is possible for a man to be pensioned to-day and to be in receipt of pension for two or three weeks. We contend that the pension should not be received by the pensioners for any period less than 5 years. We consider 5 years would be a fair period for it to run out. For anything under 5 years the widow of the pensioner, or the representatives, should receive one-half of that said pension. That we consider would be a fair thing as far as the department I represent is concerned. Of course, I know nothing about the others. I speak for the joiners only.

24,176. Do you wish now to advocate that the system should be made universal? Do you wish the hired list to be abolished and all to become establishment men?—No, the establishment is fed from the hired list, there would be no possibility of abolishing that whatever.

24,177. Why not?—Because we take it that the engagement of the men employed in the yard would be of a temporary nature. There would be so much work of a temporary nature where the hired men were employed, and after it was done their services would be perhaps no longer required, but an established man is under a different system.

24,178. Is not it the fact that the hired list represents a considerable number of men who are in permanent employment year after year?—Yes, I believe that is so. That is what they call the permanent hired list.

24,179. I suppose the strength of these dockyards never falls down to the number of estab-

Mr. *Dale*—continued.

this evidence it is not our desire to cast reflections upon any person or persons; we wish merely to state the facts of the case, so far as we are able, with regard to the conditions under which we labour and the remuneration given for the same. The work of ship-riggers in the dockyards is of a very miscellaneous character, and not confined to what the name implies, and we think it necessary to state in the first place what the nature of the work is. Ship-riggers' work consists then, under duly authorised officers, of masting and dismasting, fitting the standing and running rigging, torpedo defence work, rigging the ships and boats, &c., in fact doing everything in connexion with what is termed the rigging of a ship. We also do work for the storekeepers of the dockyards, not in connexion with the rigging of the ships, but which they supply to the ships of the fleet; also some work, in our line, for other departments of the dockyards. We receive into, and pass out of the locks and basins all ships, &c., also the transporting and placing of all ships, &c. in the basins in such places and at such times as will enable other departments to carry out their work. The laying down and raising all moorings belonging to the Admiralty, and, in some cases, the War Department and industrial training ships, &c. both at the dockyard ports and on the coasts of the United Kingdom where moorings are provided for Her Majesty's ships and cruisers at what is called the outports. Lifting wrecks, &c. for the Government and for private individuals or companies when required, and in cases of distress valuable aid has been rendered to vessels by the riggers of Her Majesty's dockyards. It will be observed that the majority of this class of work is not only dangerous and laborious, but it also subjects the man to a great deal of exposure in bad weather. Just to give one instance, we are continually moving ships about the basins under sheers, cranes, &c. to meet the requirements of other trades. Riggers are the people who do this work, and if they did not do it at the appointed time the work of the yards would probably be delayed; in fact a great deal of our work is such that when once commenced we cannot leave off whatever the state of the weather may be, often making it necessary for us to work long hours without food. Staff-Captain Watts, then of Portsmouth Dockyard, testified to the laborious character of the work in his evidence given before Admiral Graham's Committee, appointed to inquire into dockyard expenditure, question 228, page 44,* when asked if certain assistance he received relieved his vote, replied, "Yes, if you take into consideration the "number of riggers that we have now, which is "about 130" (this was referring to Portsmouth Dockyard only), "we have an immense amount "of work to do with the riggers; in fact it is "wearing them out; I do not think there are "enough." Then the next point is their composition and qualifications. With but few exceptions the riggers are men who have served as seamen in the Royal Navy, the conditions of entry being that they shall have served at least

Mr. *Dale*—continued.

eight years with a man's rating, six of which must be in a sea-going ship, to be an able seaman or above at the time of entry, be of satisfactory character, pass the required examination in his profession before the officers of the Rigging Department, on which they are or should be given a certificate of proficiency. That is mine (*handing in the same*). Then they have to pass the surgeon of the yard as to health, and the cashier as to age. The number employed at present is 299; 68 of this number are what are called hired men, and they are taken on or discharged as circumstances require, one week's notice being given to terminate the engagement; all hired men are discharged on the 31st of March in each year and re-entered again on the 1st of April, that is the following day. There is a notice put up to that effect every year. They are eligible to be put on the establishment when vacancies occur, providing their age does not exceed 45 years, on recommendation by the officers. On completion of 15 years' service and upwards as hired men they are granted a bonus on discharge of one week's pay for every year's service in the dockyards; that is after 15 years.

24,198. It is not one day's pay is it?—One week's pay for every year's service after 15 years. That is, if a man was getting 1*l.* a week and he had served 15 years on the hired list, and was discharged, he would get a bonus of 15*l.*

24,199. 15*l.* per week?—15*l.* down as a gratuity or bonus; but Mr. Forwood has recently stated with reference to this matter to a deputation of shipwrights at Devonport last Saturday week, that the men in future were to get a bonus after 10 years' service. That is a concession since this paper of mine was drawn up. Since the 1st of April 1891, they have received 1*s.* per week more than the established men; previously to that date they did not receive anything more. 1*s.* 3*d.* per week is to be deducted from their pay when put on the establishment. It therefore appears safe to say that this is a deduction made to provide wholly or in part, for their chance of pension at some future date. The hired men in out department previous to the 1st of April 1891 received the lowest rate of established pay, so that the time they were employed on the hired list previous to that date was a clear loss to them, according to the status that has now been given to the hired men, that of 1*s.* a week extra which they did not have before.

24,200. That brings them up to the establishment men?—That is given in lieu of pension. We asked the Admiralty that a man who had served so much on the hired list and was then put on the establishment list, should have his former time counted in. Before that the former time was entirely lost to him, he neither receiving pay nor pension, and we asked that they should either allow the time to count towards pension or that he should receive more wages than an establishment man was receiving, and they got 1*s.* a week more. The remaining 231 are what is termed established men, that is permanent hands, and their length of service in

* Reports of Committees appointed to inquire into Admiralty and Dockyard Administration and Expenditure, 1886 [C.—4615]

Mr. *Dale*—continued.

the yards, excluding time served in the Royal Navy ranges from 32 to 5½ years. These men have been selected from among the hired men or direct from the Navy for good conduct and ability, and are guaranteed (under certain conditions) continuity of employment up to the age of 60 years, after which they receive a pension, or before in the event of being incapacitated for work, for the time served on the dockyard establishment, with their continuous service time of the Royal Navy added; the maximum pension being two-thirds of the established day-pay he is receiving at the time, for 40 years' service, and proportionately for a less period. But it must be borne in mind that we receive 1*s.* 3*d.* per week less, when eligible for pension, than we should if we were not eligible for pension, and further that the maintenance of the establishment in ordinary times is a safe policy of insurance against demands for higher wages on the part of the men in extraordinary times, such as war, &c. For it is almost impossible to imagine a strike among a body of men who have served years towards receiving a pension, and who would by that act forfeit all claim to that privilege. But there are a great number of men who die without receiving any pension, and the money that will now be stopped from their pay when put on the establishment is entirely lost to their families, and others who get pensioned live but a very few years to enjoy it. There is also the question of the Greenwich age pensions to which we are entitled, and which we cannot apply for in some cases until 10 years after it is due, because we have to be five years a pensioner before we can apply, and instead of getting it at the age of 55 we cannot get it (in case of serving up to the age of 60) until 65 years of age. The next point is compensation for accidents. The whole of the men are allowed half-pay and surgical attendance during injury if received on duty (providing they report the injury at the time, and it is certified that it was an accident and that the man was perfectly sober at the time), and if incapacitated for work from the results of such injury within a period of three years, he would, if on the establishment, receive the pension due to him for the time served on the establishment, with an annual allowance added according to the nature of the injury. In the case of hired men incapacitated for work from the results of injury, they are sometimes given a special pension, and at other times a bonus. If a man is killed or drowned on duty, or dies from the effects of injuries received on duty, his widow and children receive an allowance at the discretion of the Admiralty. Four classes of wages are paid, two to established and two to hired men, the former being 4*s.* 2*d.* and 4*s.* 4*d.* per day, and the latter 4*s.* 3*d.* and 4*s.* 6*d.* per day, a limited number of each description receiving the maximum rate; the average for the whole being slightly under 4*s.* 4*d.* per day. This is what we call classification, and is a system that is strongly objected to by the men. Previous to the 1st of April 1873 the riggers were in two classes; they had been petitioning

Mr. *Dale*—continued.

the Lords of the Admiralty for a number of years to abolish this system with the result that at the before-mentioned date it was practically abolished.

24,201. That is the classification system?—Yes; we had it before 1873, our men were unanimous in demanding its repeal or doing away with it, and the Admiralty decided that they would, that is, that they gave one class of men a little more, and they said they should die out and they would appoint no more. We were all then at one uniform rate, but now the old system has been brought in again, but rather unfortunately for us, the first-class was abolished. We were in two classes, and the Admiralty abolished the first-class, or we were levelled down instead of being levelled up; hence arises the fact that some trades who received a lower rate of day-pay at that date than us, are now receiving a higher rate, so that we had lost position: this has from that date constituted a real grievance. But still we got rid of the principle of classification, and knowing the results of this system we cannot view with any favour its re-introduction among a body of men doing a similar class of work. The next is as to the class of allowances. There are certain allowances given to men when employed away from their homes, and as this affects the riggers to a greater degree than any other workmen employed in the dockyards (that is because we go away on all these outport moorings in the various ports, simply because they go away more often and under different conditions), I propose to state these allowances. When employed away from home and not lodged or victualled 5*s.* per day (additional) is allowed for the first 14 days, and 3*s.* 4*d.* per day afterwards; but we seldom receive this rate of subsistence allowance, as our principal employment away from home is on the outport moorings, and the master of the steam-tug which accompanies the party is generally authorised to victual the men, but when on these outport moorings we are lodged in the mooring lighter, and if not victualled we are paid 1*s.* 4*d.* per diem in lieu of victuals, with 1*s.* 6*d.* per night compensation; this has recently been conceded. That is 1*s.* 6*d.* a night for other trades, and even skilled labourers had 1*s.* 6*d.* per night for about 40 years, and we have been excluded from it, but we have had recently this 1*s.* 6*d.* per night, the same as other people conceded to us. But the accommodation for lodging and living is of a very inferior character, the men have to cook, eat their food, and sleep in the hold of the mooring lighter, in some cases for months, and during the time the moorings are being dealt with, the hold is always filled (more or less) with mooring chains covered with seaweed or other offensive matter; this, of course, is not an agreeable place to live and eat in. There is also the question of apprentices. Other trades in the yards have apprentices; we have not any. They can and do get 2*s.* per week when they have an apprentice, but we are shut out from this extra payment. Wages are calculated

Mr. *Dale*—continued.

at so much per day, and for the purpose of pay or check the day is divided into eights. The payments are weekly, one week's money being kept in hand. Fines can be inflicted for certain yard offences, the men agreeing on entry to forfeit the whole or any portion of the pay due to them; certainly the offences are defined, such as bad workmanship, insufficiency of work, insubordination, turbulence, inebriety, &c., &c. There is one form of stoppage that is objected to in particular. I do not know that it is necessary for me to read that, Mr. Twigg has told you about the one-eighth in the morning, or dinner-time.

24,202. Yes?—The men are only allowed to lose one thirty-second of a day, and they are checked one-eighth; they must come in within a quarter of an hour of the bell stopping, that is one thirty-second of a day but for that they are checked one-eighth, and that is one form of a stoppage that they object to. On a Saturday if they lose over one-eighth, or a quarter of an hour in the morning they lose the whole day on a Saturday. The ordinary hours of labour vary at different periods of the year, the longest day being $9\frac{1}{4}$ hours and the shortest $7\frac{3}{4}$ hours, Saturdays excepted, when the yards are closed at 2 p.m. So that taken for a week at the above rates it would be during the long days 53 hours per week, and during the short days $44\frac{3}{4}$ hours per week. The average for the year being $8\frac{1}{2}$ hours per day or 51 hours per week. Overtime is not worked much in our department, the little there is being principally casual or tide-work. When paid for overtime, we are paid on a graduated scale; the first two hours before and after the ordinary hours counting a quarter of a day, and each hour-and-a-half between those times a quarter of a day or less time in the same proportion.* But this extra time, especially dinner hours, is not always paid for, but the men are given time in lieu of time worked, and I have known a case where men have come to work before the ordinary time and worked later than the ordinary time in the evening, making nearly two days in one, and the next day they have been sent home shortly after coming to work, for the overtime made on the previous day. This system gives the men enforced idleness which is not always an advantage. A man comes to work this morning early in the morning——

24,203. By request, by direction?—Yes, by direction. We are ordered to come into work, say, at 4 o'clock this morning, and the job detains us perhaps till 7 to night, and we make nearly two days. You see ours is a lot of tide-work. This was lifting a wreck, and of course we expected to be paid, but the next morning when we came to work we were ordered out at a

Mr. *Dale*—continued.

quarter to 8 in the morning. We had not been to work more than three-quarters of an hour then or an hour.

24,204. Then do I understand that the time that you were made to lose the following day was deducted from the time that you had worked in excess the previous day?—Quite so. We made two days nearly to-day, and we were given that portion of the second day (to-morrow); we were sent home after we came to work.

24,205. In order to understand it clearly, supposing you had made by overtime exactly two days and you had been not allowed to work at all, the succeeding day you would have got merely two ordinary days' pay?—That is right. You see we make two days to-day and to-morrow we are given a day's leave as it were, we are not required to-morrow but we only get our week's wages.

24,206. When you say you work two days do you mean two days of ordinary length of hours?—Yes, we work one day extra.

24,207. If on certain two days you had worked on one of them 18 hours (assuming for a moment that 9 hours was the ordinary day) by early overtime and late overtime, and the next day you did not work at all you would only get two ordinary days' pay?—Quite right. That is the point I want to show, that we are not always paid for overtime; they give us time in lieu of time worked. Sunday work is very seldom resorted to, but when employed on Sunday we are paid at one-and-a-half the ordinary or standard rates, and time in lieu has been given to the men who have come in to work on Sunday. They have been called in to work on Sunday and on Monday they have been given the time in the evening that they worked on the Sunday. Four holidays are granted yearly with payment (namely, Good Friday, Queen's Birthday, Coronation Day, and Christmas Day) to the workmen, that is those below the rank of writers, and a period of leave or holiday without payment is allowed, not to exceed 14 days in one year except under special circumstances. So the actual leave given is four days per year, the other, of course, you lose the time. The next question is promotion. Of course in establishments like the dockyards the question of promotion plays an important part, and is eagerly sought after more especially by the young men. But in this matter recommendation is a very important factor. First a man must be employed three years in the dockyard at his tools and be recommended by his officers, before he is allowed to compete for leading man. This is quite right and just. But the recommendation does not end here and leave the candidates to win their places on the examination list by their

* In a letter to the Secretary, dated January 13th, 1893, the Witness stated that—

(1) assuming the ordinary hours to be from 7 a.m. to 5 p.m., and the daily rate of pay 4*s.*, a man working overtime from 5 p.m to 7 p.m., or from 5 a.m. to 7 a.m., would for each half-hour be paid 3*d.*, *i.e.*, $\frac{1}{16}$th of a day's pay, or for the 2 hours $\frac{1}{4}$th of a day's pay; and from 7 p.m. to 5 a.m., 4*d.*, *i.e.*, $\frac{1}{12}$th of a day's pay, or for each $1\frac{1}{2}$ hours $\frac{1}{4}$th of a day's pay.

(2) the men are in the habit of calling the overtime hours paid at 6*d.* an hour "light hours," and those at 8*d.* an hour "dark hours."

(3) he does not wish it to be understood that the men are never paid less than $\frac{1}{4}$th of a day whatever the time worked, since sometimes they do not work more than half an hour, and hence only receive a half-hour's pay.—G. D.

Mr. *Dale*—continued.

been rendered by the riggers of the dockyards. Those services have been rendered under exceptional circumstances as regards weather or surroundings, and we think they ought to be measured not by the position of the man, because he is a Government *employé*, but they ought to be measured by the service he renders. But, in the whole of these cases I have mentioned the men never received a 1*d.* beyond their real standard rate of wages. Of course, there have been cases where we have received something.

24,218. I suppose it is the character of the work which you have already described to us pretty fully that leads frequently to very long hours without food?—Yes.

24,219. It arises from the character of the work?—Yes, that is right. We undertake jobs where something goes wrong, and we cannot get over it.

24,220. I think as regards your seventh point, relating to the conditions under which established men are given continuity of employment, you have already answered that?—Yes, but I should like for you to read this circular with regard to the exposed character of the work, especially in the winter time (*see Appendix* 87, *Vol. II., Group B.*).

24,221. I do not doubt that at all. It deals with the "arduous and trying work performed "by riggers on board ship during the winter "months when aloft amongst rigging covered "with snow and ice"?—The master riggers in the port of London have conceded that 1*s.* per day extra mentioned in the circular, during the four winter months.

24,222. What allowance is given to the widow and children of a workman killed or drowned on duty?—It all depends on circumstances. There is no claim. The maximum given is 12*l.* a year for the widow, with a bonus of 10*l.* for each child, if any living, below the age of 14 years. We lately had a man killed at Sheerness, in fact

Mr. *Dale*—continued.

we have many men killed in our employ on mooring work and heavy work, lifting heavy weights, &c.; from the nature of the work you see the purchases carry away and all that kind of thing. His widow has received 11*l.* 5*s.* 11*d.* per year. The man had served 17 years as a rigger, 10 years in the Royal Navy and eight years in the dockyard as a labourer, a total of 35 years. He would shortly have been entitled to a pension of something like 38*l.* or 39*l.* a year in about a year or two, but just before the completion of his time he was unfortunately killed, and his widow receives 11*l.* 5*s.* 11*d.* per year.

24,223. How do the wages paid to riggers in Her Majesty's dockyards compare with the wages paid to riggers elsewhere?—Very unfavourably. We have seen the rates of wages paid to some of the riggers in the large seaports of the United Kingdom, and we find in some cases we are paid 1*s.* 8*d.* per day below them, and taking the average for five large ports we are 1*s.* 4*d.* per day behind, and for the four winter months we are as much as 2*s.* 8*d.* per day behind the London riggers.

24,224. Do you consider that there are other advantages connected with the Government service, at any rate for the men on the establishment, which to some extent compensate for that difference?—We have continuity of employment.

24,225. If on the establishment?—If on the establishment, but that is all. But it will take a lot of pension to make up for a loss of 8*s.* a week in wages.

24,226. Your view is that although there are some advantages enjoyed by those on the establishment which are not enjoyed by those in the employment of private firms, they hardly amount to the equivalent of a lower rate?—That is our opinion.

24,227. I think questions 10 and 11 on your list you have sufficiently answered?—Yes.

The witness withdrew.

Adjourned to to-morrow at 11.30 o'clock.

FORTY-FIRST DAY.

Commission Room, Westminster Hall, Friday, 17th June 1892.

PRESENT:

MR. DAVID DALE (CHAIRMAN).

BURT, M.P.
ERALD BALFOUR, M.P.
TROW.
HEWLETT.

Mr. TOM MANN (Group B.), Sir JOHN E. GORST, Q.C., M.P., Mr. M. AUSTIN, and Mr. J. MAWDSLEY (Group C.) also attended.

Mr. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

Mr. ALEXANDER ANDERSON called and examined.

Mr. *Dale.*

28. You are the treasurer of the Ship uctive Association?—That is correct.
29. And are yourself a shipwright?—o-called.
30. Working at Portsmouth, in Her y's dockyard?—Yes.
31. What is the Ship Constructive ation?—It is constituted of shipwrights r Majesty's dockyards, and has a repre-ive in each of the dockyard towns.
32. Is it a sort of federation of the local ations of shipwrights engaged in Her y's Dockyards at the various ports?—

33. And it is on behalf of that body that pear here to day?—Quite correct.
34. What are the points to which you o direct the attention of the Commission? first point is with reference to the pay-of wages.
35. I thought the first point was what sition of a shipwright is, and what is his ?—True. I should like to explain to the ission that the term "shipwright," is a misnomer, as far as the shipwrights of Majesty's dockyards are concerned. Our on is perfectly unique, whether a parallel ght to it in the service of the Crown, or private trade. Shipwrights bearing that ation are workers of wood only, but in Majesty's dockyards they are practically ron shipbuilders of the Government. ps you would permit me to give you the t of a speech made by Sir George lyan in the House of Commons in 1882, explains exactly our position. He said years was a very long period in a gene-on of working men, and the men now in yards, who are classed as shipwrights, had n trained mainly from boyhood upwards;

Mr. *Dale*—continued.

"for we had at all times 545 shipwright "apprentices engaged in learning their trade, in "metal, and not in wood. Their name had not "been changed, but they were doing work as "different from that which was done by the "shipwrights of 1851, as the work of making a "locomotive was from the work of making a "mail coach, but in one respect they had not "changed, and that was in their relation to the "nation which employed them. They still "preferred the certainty of the establishment. "They appreciated being Government workmen "with a right to a pension; and the Govern-"ment encouraged them in that view, because, "to speak quite plainly, it was a matter of life "and death to the country to have, in the "crisis of a war, a great body of skilled work-"men on whose services the nation might "count, as it counted on the services of its "blue-jackets and marines." You will see by that, gentlemen, that we hold the opinion as shipwrights, that "shipwright" is quite a mis-nomer, as far as the word "shipwright" is con-cerned. We are employed at the present time upon working in iron, steel, in fact, every conceivable thing in the building of the hull and fittings of a man-of-war. This work is done outside the dockyard by numerous bodies of men known by entirely different names, but it it is executed in the dockyard by what are termed shipwrights only. Consequently, during these number of years we have had to learn a new vocabulary of technical terms, and also the manipulation of all the different metals in the building of a man-of-war, and all the intricate fittings in connexion with it, such as torpedo-work and armour plating. All that work is done inside the dockyard exclusively by ship-wrights; outside the dockyard by other people entirely, people who have had different names

Mr. *Dale*—continued.

to what they have in the dockyard. But, still, whenever any comparison has been made as far as shipwrights in the dockyard are concerned, we are afraid that shipwrights only who are workers in wood have been taken into consideration, and, consequently, amongst the whole of the Governments who have recently been in power, we have not received that consideration which we consider we are justly entitled to, and, consequently, we have not been fairly treated. There has not been a Government, or anybody in power, but has spoken in the highest terms of the shipbuilders of Her Majesty's yards. Even Lord George Hamilton very recently, on the last Navy estimates, said "We came to the conclusion in this investiga- "tion that the materials supplied to the dock- "yards were of the very best, that the workmen "employed were the very pick of their class." There are very many others, Mr. Ritchie, Admiral Brandreth, and others, who have spoken in the very highest terms of the work executed by the so-called shipwrights in Her Majesty's dockyards. We do not object to the name of shipwright, but at the same time we consider that we have a right to consideration for the work we do, rather than to be considered as shipwrights pure and simple.

24,236. Perhaps you will pass now from generality to something specific?—I will pass to the wage question; I think that is the next item which affects us. As I said, a few months ago, with reference to the wages of the dockyard, Mr. Forwood, or I should say, the Government perhaps, rather than Mr. Forwood, in dealing with the question of wages very recently had taken the shipwright element in the country as the basis of the wages of the shipwrights, and he consequently has placed us very much below that which we consider we are justly entitled to. I have a return here which has been kindly given me by Mr. Wilkie, the general secretary of the Associated Society of Shipwrights of the different ports, or some of the different ports, in the Kingdom, which do Government work, namely, the Thames, Mersey, Clyde, Tyne, and Barrow. I find in those ports that during the lowest or the greatest depression in the shipbuilding the average rate of pay was 1*l.* 15*s.* 1½*d.* That was in 1886; in 1890, the average rate of pay was 1*l.* 18*s.* 6½*d.*, making a mean of 1*l.* 16*s.* 10*d.* The wages of the shipwrights in Her Majesty's dockyards are very complicated, so complicated that they cause a great deal of dissatisfaction. They cause so much dissatisfaction, that the men are almost quarrelling amongst themselves as to which is the best man, and which should receive the highest rate of pay. For instance, we have two bodies of men in the dockyard doing this particular work, established men and hired men. The established men at the present time are placed upon seven different rates of pay, namely, 4*s.* 11*d.*, 5*s.*, 5*s.* 1*d.*, 5*s.* 2*d.*, 5*s.* 3*d.*, 5*s.* 4*d.*, 5*s.* 5*d.*, and 5*s.* 6*d.* This, we consider, amongst a body of men like the established shipwrights of Her Majesty's dockyards is uncalled for, and very unsatisfactory. I may, perhaps, enumerate

Mr. *Dale*—continued.

the rates of pay for the hired men. They have five different rates of pay, namely, 5*s.*, 5*s.* 2*d.*, 5*s.* 4*d.*, 5*s.* 6*d.*, and 5*s.* 8*d.* When you come to take into consideration that the mean rate of pay between the lowest possible rate when trade was at its worst in the country, and that of the highest rate when it was at its best, the mean rate being 1*l.* 16*s.* 10*d.*, namely, about 6*s.* 3*d.* per day, and take the wages paid to this class of men inside the dockyard, on an average of about 5*s.* 4*d.* per day, we consider that the shipwrights, so-called in Her Majesty's dockyard, are very much underpaid, so much so that we have been asked on one or two occasions if there were any likelihood of any strikes or anything of that kind taking place in Her Majesty's dockyard. Although we have said "No," we feel that the men in the dockyards at the present moment are getting so dissatisfied that if these things are not remedied very shortly, the representatives of the men certainly cannot be answerable for the main body in reference to strikes or things of that description. Overtures have been made to the Admiralty and the Government generally, but the representatives of the men have been told at different times that if they could compete, with private firms in building ships of war, and could build them equally as fast and as economically as is done by private firms, then they should receive further consideration. We feel to-day, however, that whatever might have been said in days gone by, to the effect that the ships have not been built so cheaply, so economically, or so fast (through the system adopted in the dockyards), we have certainly redeemed our character, and that no ship in the world has been more economically, faster, or better built than the ship turned out at Portsmouth Dockyard, viz., the "Royal Sovereign," which has gained universal respect throughout the country. Therefore, certainly, as Government employés, having completed the whole of the work that has been required of us as satisfactorily as has been required, we feel that we are certainly justified in asking that greater recognition should be shown to us in reference to the wages of the men whom I have the honour of representing in Her Majesty's dockyard. We have presented a petition to the Admiralty, and in that petition we have asked for a uniform rate of pay of 6*s.* per day. We do not think that we have asked anything over the average rate of pay even for work done by shipwrights alone outside the dockyard, who are workers of wood only, without taking into consideration at all the very many trades which are employed in executing the work which we execute in Her Majesty's dockyard. It must be patent, I think, to every gentleman upon this Commission, and every gentleman who knows anything about shipbuilding throughout the country, that where a private employer has to call in a number of different classes of men to execute certain work, there must be necessarily delay in calling in one body after another to execute certain work. The men employed upon this work in the dockyards, laying the keel, frames, longitudinals, do the plating, armour-

Mr. *Dale*—continued.

" on your own account, you will not be permitted " to start for four days longer " ?—No, he is permitted to start and has to go to work, that is the thing we object to.

24,248. What happens exactly ?—He is communicated with afterwards and told that he would be mulcted four days' pay, or whatever the punishment may be in reference to it, for having previously lost the time.

24,249. What do you mean by the word " mulcted " ?—The wages are stopped.

24,250. Of course, because he was not at work ?—No, besides that, I think I explained that the man is not paid, of course, for not being at work, but afterwards when he is at work his offence for losing the time it is considered necessary should be punished, and consequently his wages are again stopped.

24,251. You mean he is fined four days ?—He is fined four days' pay.

24,252. During which four succeeding days he is at work ?—Yes.

24,253. In fact, for absenting himself without leave and without arrangement he is fined as much as would amount to the time that he was absent ?—Not in all cases so.

24,254. Is there anything else you wish to say ?—No, I do not think so.

Mr. *Burt.*

24,255. Have there been any strikes in the dockyard ?—Practically no, although if you may term them strikes upon one or two occasions when the men have been on piece-work and tonnage and have not received an adequate remuneration for the work executed, the men have left work and seen the officers, but in very few cases have they got anything like satisfaction.

24,256. Then it has been very temporary, and they have returned to work whether they got satisfaction or not ?—Yes.

24,257. After a short interval they have returned to work ?—Yes

24,258. With reference to the grievances of which you spoke, and which in your opinion were not unlikely to lead to a stoppage if not redressed, do they bear entirely or mainly upon wages ?—Yes.

24,259. I suppose your contention is that now the average wage paid for the same kind of work in the dockyards is lower considerably than that paid by private firms, is that it ?—That is it, we consider it is about 4s. per week less.

24,260. And when any advantages are counted in still you do not consider that they amount to an equivalent to the wage that is paid elsewhere ?—I do not understand you when you say " advantages " ; what do you mean ?

24,261. Have you anything in the nature of holidays which other people have not, or pensions, or payments ?—We have four and a half days' holiday per year, the established men have a pension, the hired men if discharged through economy have a bonus, but we do not consider that in any way recoups the workmen for the low rate of wages which they are paid.

Mr. *Burt*—continued.

24,262. That is exactly the point I wanted to put. I was assuming that there were what you may call privileges, and still that they did not in your opinion come near amounting to an equivalent to the difference of wages that you are receiving as compared with workmen elsewhere ?—No. We have always been given to understand (in answer to you) in reference to pensions, and privileges, and such things as that, that they were given to the Government *employés* as in all other departments for long service and good conduct. If in the case of a war private firms doing Government work paid an extortionate amount of wages to their *employés* upon that occasion, on no occasion have the Government *employés* asked the country for ½*d.* more money. They have been contented to work for the country at the same remuneration as that which they were getting, and therefore we consider that upon those terms we were asking for a considerable sum less, and that the pension was given us for occasions of that description.

24,263. With reference to the stoppage of wage twice over which you have just spoken of, would that fine be inflicted in cases of sickness or other unavoidable causes of absence?—Yes, in cases of absence without leave.

24,264. I suppose men cannot always get leave; sickness sometimes comes very suddenly ?—If a man were to send within a reasonable time in case of sickness that would be a sufficient excuse.

24,265. Is there much of that ?—Not a very great deal, but still it occasionally occurs, and of course is liable to occur.

Sir *John Gorst.*

24,266. I want to ask you about accidents. Of course in a trade like yours you are continually having accidents, you get maimed or hurt in the course of your employment, do you not ?—Yes.

24,267. What is done in case of an accident; in the first place does the Government provide hospital and sick attendance for you ?—If the accident is of such a nature that it cannot be met by the surgical staff of the dockyard you are sent to the hospital.

24,268. And cared for while you are hurt ?—And cared for while you are at the hospital.

24,269. What amount of compensation is given in the event of your being disabled ?—Permanently disabled ?

24,270. First of all what compensation is given to your family during the continuance of your disablement from the accident ?—Half-pay.

24,271. Then if you are permanently disabled what is done ?—If you are permanently disabled and an established man, you would get your pension, one-sixtieth of your pay for every year you had served, with some small remuneration perhaps for the accident that you had suffered.

24,272. In case a man is killed, is any compensation given to his widow and family ?—If a man is killed in the dockyard in the execution

Mr. *Trow*—continued.

should have 6*s.* per day, and the hired men 6*s.* 4*d.*

24,303. You only mentioned the 6*s.* before. Do the hired men work as constantly as the established men?—Yes.

24,304. In reference to this man who has been in the dockyard for 16 years, has he never been thrown off?—Never; it is not one only; there are very many.

24,305. So that there is not any advantage to the established men in a case like that?—None whatever.

24,306. With regard to these stoppages, is there any notification placed up in the dockyard that these fines will be inflicted?—Fines may be inflicted at the discretion of the Admiral Superintendent of the dockyard.

24,307. Does that apply to this case where a man stops off four days, and then is fined four days' pay?—I suppose so.

24,308. One other question with regard to this piece-work. You do not object to piece-work, but you claim that the workmen who are expected to work on piece shall have a voice in fixing the rate before they are put on to the piece-work?—Yes; or that they shall have the opportunity of objecting to the work if they know the price; but they do not know the price of any of the work that they execute in the dockyard.

Sir *John Gorst.*

24,309. Is that still the case?—In most cases. There are one or two cases in reference to the planking of the ships in which you can obtain the price, but owing to the dissimilarity attaching to the different ships, it is not possible to apply that price from one ship to another.

Mr. *Trow.*

24,310. You complain very much about the foremen fixing the price at such a figure that the man is unable to earn a day's wage, and then deducting from his day's wage the deficiency?—Certainly.

Mr. *Hewlett.*

24,311. I think you said that if a man were permanently disabled he would have a pension if on the establishment?—True.

24,312. Supposing he were killed, would his widow have the pension?—She would have a pension of about 12*l.* per year.

24,313. As compared with what, in the case of permanent disablement; what would the man get if permanently disabled?—He would get one-sixtieth of his pay for each year that he served as an established man.

Mr. *Gerald Balfour.*

24,314. Do you consider the conditions of employment in private yards superior to those in the Government dockyards?—As far as wages are concerned, yes.

Mr. *Gerald Balfour*—continued.

24,315. But speaking generally, is the position of the men in the private yards superior?—There is no comparison with the shipwright.

24,316. When you say there is no comparison, do you mean that they are infinitely better off?—No; what I mean to say is this: that the work generally in a private yard is executed by so many different classes of people compared with the manner in which the work is executed in the dockyard. It is hard for us to compare the two employments.

24,317. You mean that you have on the one hand some advantages, but on the other hand some disadvantages?—True.

24,318. And it is hard to strike the balance?—It is, indeed.

24,319 Should you say, speaking generally, that the discipline exercised by the Government officials over the men was stricter than that exercised by private employers?—No.

Mr. *Mawdsley.*

24,320. I did not quite comprehend your remark about being stopped for time lost; did I understand you to say that men sometimes stop off three or four days without leave?—Occasionally.

24,321. Are your people under the impression that there ought to be no punishment for that, beyond simply seeing that he is stopped the actual time lost?—No, we do not altogether consider there should be no punishment; but we consider in any case where a man is punished he should have a right of appeal, or that he should not be punished without being able to defend himself in most cases.

24,322. Did I understand you aright that if they got leave to stay off, or if they had a reasonable excuse for staying off, there was no punishment beyond the loss of time?—That is so.

24,323. So that under those circumstances, when a man is punished, it has to be to some extent proved that he has stopped off without reasonable cause?—In that particular case.

24,324. You think then that there ought to be no punishment, or very little punishment, beyond the stoppage of the actual time lost?—I do not say how much punishment there should be, but we think that the men should have a chance of defending themselves, and that they should not be punished without being able to have some opportunity of defence in any case of punishment.

24,325. What kind of defence would you choose?—That the man should be called upon by the Admiral Superintendent to make his own statement in reference to this matter.

24,326. Is that not done?—That is not done. In any case of punishment in the dockyard the man is not called upon; he is simply notified of the fact that his money would be mulcted, or stopped, whatever you choose to term it, and he has to succumb to the punishment.

24,327. I presume there is a great deal of machinery employed in the dockyards?—Yes.

Mr. *Mawdsley*—continued.

24,328. And if a man stays off work the loss through the work not being performed would probably be as great as a man's wages, would it not?—In a large establishment of that description it ought not to be; if one man stops off there certainly should be another one equal to take his place.

24,329. Precisely; but if you have 500 workmen employed in a given works, every man is supposed to take his share of a given whole?—Decidedly so.

24,330. And if one stays off that means $\frac{1}{500}$th part of the work is not being done?—True.

24,331. Or if 100 stop off, the work not being done would be in proportion; practically, therefore, $\frac{1}{500}$th part of the establishment is being wasted during a man's absence, is it not; it is doing nothing, it is non-productive?—Of course, if there is not a man to take his place, and the machine stood still all the day, naturally it would be so.

24,332. If a man took his place he would have to leave some other place, would he not?—Not necessarily a place of a similar nature.

24,333. If not of a similar nature, of some other nature?—Yes.

24,334. I presume the establishment do not keep men knocking about doing nothing, do they?—No, not in this present day.

24,335. Therefore, if the place of one man is filled up it means leaving a blank somewhere else?—True.

Mr. *Austin.*

24,336. I do not think that you stated what hours you work?—We calculate that we work about 51 hours per week.

24,337. Is this all the year round?—No, we vary in summer and the winter, according to the season of the year. It is about 48 hours during the winter, and a little longer in the summer.

24,338. What are the hours of shipwrights in private shipbuilding yards?—They vary from 51 hours to 54; on an average they are about 52 hours and 5 minutes during the year.

24,339. Is there a desire among the men to get on the establishment?—Not so much as there previously was.

24,340. You said the hired men work on a lower rate of wages in the Government dockyards than is given in private shipbuilding firms?—True.

Mr. *Dale.*

24,341. I suppose what with piece-work and perhaps other arrangements of that character, the actual earnings of the shipwrights in Her Majesty's dockyards would exceed the nominal daily rate?—I should hardly like to answer that question in that form, because I think if you take the piece-work question in the dockyard you should certainly take the piece-work question in the private firm as well.

24,342. I was not putting that; I was for the moment putting it to you, supposing that one

Mr. *Dale*—continued.

were having an examination into the earnings of the shipwrights employed in Her Majesty's dockyards for the last three or four months, would one find that they had received a certain substantial percentage in excess of that at which they were rated?—Yes, in most cases.

24,343. Could you express that in percentage; would you expect it to be 10 per cent., or 20 per cent., or what?—I should think that taking it all round about 10 per cent. may be given.

24,344. Then in regard to fines, do you say that not only is the offender fined without any opportunity being afforded him before the fine is imposed to explain his offence or offer some explanation, but that he has no opportunity afforded him of appealing after the fine is imposed?—In very few cases.

24,345. Would a man not be entitled after he found that he was fined to send in some appeal to be heard and to show cause why it should be restored or remitted?—They have sent in; in some cases they have been granted, but in very few.

Sir *John Gorst.*

24,346. Is not every man entitled to see the Admiral Superintendent?—Through his officers.

24,347. Do you mean to make a representation through his officers? Is not he also entitled to a personal interview with the Admiral Superintendent if he has a complaint?—He has to send his request in through his officer.

24,348. Suppose a man said that he had been unjustly fined, do you mean that the Admiral Superintendent would not see him to hear what he had got to say?—No, I do not say that the Admiral Superintendent would not see him. I should not like to say that at all, but he oftentimes says that it is unnecessary.

24,349. Still that would be the opportunity for appealing?—Yes.

Mr. *Gerald Balfour.*

24,350. What other method have you of making known any grievances you may have?—None whatever.

24,351. You do not make any joint representations to the authorities?—At times, but it is not over questions of that description.

24,352. Over general questions of wages do you make such representations?—Yes.

24,353. Have you made them heretofore with effect?—Every year without effect, with the exception, I might say, of this last year. The Government have thought fit to introduce this present objectionable classification scheme, which has given us an increase of wages, but in a very objectionable manner.

24,354. Have you ever resorted to a strike in order to obtain your desires?—No, and do not wish to.

24,355. It has never entered into your intentions to do so?—No, never.

Mr. *Tom Mann.*

24,356. About what proportion of the total mechanics engaged in wood and metal do the

Mr. *Tom Mann*—continued.

shipwrights constitute?—Of the total number of men employed in the dockyards?

24,357. Yes?—About one-fifth.

24,358. What is the Constructive Association which you are representing here to-day?—They are composed of the so-called shipwrights of Her Majesty's dockyards.

24,359. Is it a trade organisation?—Yes.

24,360. A trades union?—No, it is not a trades union.

24,361. What are its objects?—Its objects were for the mutual edification of the trade generally and also to watch over the interests of the trade.

24,362. What contributions, if you do not mind replying, do you pay?—We pay 1*d.* per month; 1*s.* per year only.

24,363. Do you also belong to a trades union?—Some of us, not all.

24,364. Do you personally?—No.

24,365. You are here to speak on behalf of the members of the Constructive Association?—True.

24,366. Is there any friction between the shipwrights and the other sections of workmen in the dockyard?—No.

24,367. There is not?—No.

24,368. Has there been recently?—Not recently.

24,369. The shipwrights serve an apprenticeship, do they not?—They do.

24,370. Does it include fitting and turning?—In the dockyard, yes.

24,371. It does include fitting and turning?—In the dockyard, yes.

24,372. Does the average shipwright apprentice learn fitting and turning?—Inside the dockyard, yes.

24,373. That is looked upon as a necessary part of his apprenticeship education?—Yes. A ship apprentice inside the dockyard has to go 12 months into the fitting shop.

24,374. Which 12 months usually does he go into the fitting shop?—I will not be positive whether it is the third, the fourth, or the fifth year of his apprenticeship.

24,375. Is he afterwards as a journeyman called upon to work at fitting?—Yes.

24,376. Frequently?—Yes.

24,377. Are they called upon to work at turning?—No.

24,378. Sometimes?—Very seldom.

24,379. Have they been lately?—I do not know of an instance.

24,380. Would you look upon turning as the proper work of a shipwright?—No.

24,381. And you do not know of instances where they have been called upon to work at it in the dockyard recently?—I do not.

24,382. If they were called upon to work at turning as journeymen you consider that not their work?—Yes.

24,383. Is the proportion of shipwrights increasing or decreasing?—Just at the present moment increasing.

Mr. *Tom Mann*—continued.

24,384. Are they supplanting other men?—Not that I know of; in fact, in some instances they are being supplanted.

24,385. How would you account for the increase?—Want of men.

24,386. In what department?—The Shipwrights' Department.

Mr. *Dale.*

24,387. Need for men you mean?—Yes, need for men. In the whole of the dockyards they have been advertising throughout the country for shipwrights, not being able to obtain them.

Mr. *Tom Mann.*

24,388. How do the shipwrights' wages compare with the fitters' wages?—The maximum rate of pay of a shipwright is nearly the minimum rate of pay of a fitter.

24,389. If it was alleged that shipwrights are replacing fitters would that be untrue?—In a sense, yes and no. It has been alleged by the ship-fitters that shipwrights have been executing their work, but not by engine-fitters.

24,390. Is it within your knowledge that a section of workmen in the dockyard that you are specially representing have made very grievous complaints of late because of an alleged taking over of their work by the shipwrights?—I beg your pardon. Would you repeat that?

24,391. Is it within your knowledge that fitters and turners, otherwise classed as engineers, have recently lodged serious complaints to the effect that the shipwrights are supplanting them?—It is not within my knowledge.

24,392. It would be news to you to learn that it is so, that those allegations have been made?—Quite new.

24,393. Could you tell me what part of an apprenticeship is served, what time is devoted by an apprentice in the Turning Department?—No, I could not give you the proportion, he goes 12 months into the fitting shop.

24,394. That includes the turning?—Yes.

24,395. You spoke of the deductions that take place in the shape of fines. I suppose that covers all departments, does it not?—All departments.

24,396. And that stopping a quarter or stopping an eighth of the day for the loss of a quarter of an hour covers all?—That covers everybody.

24,397. That is a dockyard *employés* complaint?—Yes.

24,398. Not a shipwright's especially?—No.

24,399. Did I understand you to lodge a special complaint on your own behalf as shipwrights?—No.

24,400. You have no special grievance to lodge?—Not in that respect.

24,401. Nor in any other respect?—Except in wages.

24,402. As compared with that received by similar men under private firms?—True.

The witness withdrew.

Mr. CHARLES SIMPSON CAIRD called and examined.

Mr. *Dale.*

24,403. You are a shipwright employed at Her Majesty's dockyard at Pembroke?—Yes.

24,404. And you are the secretary of the Pembroke branch of the Ship Constructive Association?—I am.

24,405. I think it would be most convenient if you would give your evidence as it appears on the summary which you have prepared?—Yes. In preparing that I have followed the syllabus. The wages paid to workmen in dockyards are fixed arbitrarily by the Admiralty. Until recently the regulations affecting the wages of shipwrights were such that all established workmen received the same day-pay, which was 5*s.* Hired workmen, that is men who are considered only temporarily employed and are discharged at the close of each financial year, might have been raised to a maximum of 5*s.* 4*d.* per day. At Pembroke, however, no hired workman ever received more than 5*s.* Thus wages were uniform. Men for entry, after being professionally examined and pronounced "physically fit" by the resident surgeon, were entered at 4*s.* 6*d.* per day, at which rate they continued for about a month, when they were raised to 5*s.* That state of things continued until April 1891, when revised regulations divided established shipwrights into three distinct classes, paid respectively 5*s.* 2*d.*, 5*s.* 4*d.*, and 5*s.* 6*d.* per day. At the same time hired shipwrights were arranged in four classes, who received 5*s.* 2*d.*, 5*s.* 4*d.*, 5*s.* 6*d.*, and 5*s.* 8*d.* per day respectively. According to the literal significance of the original regulation as it issued in March 1891 there might have been another class or order of both established and hired shipwrights at 5*s.* per day, and by an amending regulation issued later in the year the number of classes is still further multiplied. This latter regulation enables the authorities to employ men at 5*s.* per day, or less, if they can be procured. Moreover, the classes of established shipwrights may in future be increased by the employment of men receiving 5*s.* 5*d.*, 5*s.* 3*d.*, 5*s.* 1*d.*, 4*s.* 11*d.*, and lesser amounts per day. In some yards men are actually employed at 5*s.* 5*d.* and 5*s.* 3*d.* per day respectively. Thus the wages of shipwrights are fixed by a system of classification which is susceptible of almost unlimited development. That system is one of the most fruitful sources of discontent, and all branches unite in condemning it for many reasons, the chief of which is that it is impossible to bring it into operation without inflicting injustice on numbers of workmen. That such has actually been the fact is undeniable. The following resolution, unanimously adopted by a mass meeting of dockyard workmen at Pembroke Dock on May 2nd, 1891, after the rates had been distributed, indicates the prevalent feeling in that respect. The resolution ran "That this mass meeting of "dockyard workmen of all branches protests "against the new wages scheme which necessitates absurd distinctions between workmen "and imposes upon local officials a duty which

Mr. *Dale*—continued.

"they must feel it is as impossible for them to "discharge to their own satisfaction as it has "been proved to be impossible to do so to "the satisfaction of the workmen concerned; "it affirms that the only fair policy the "Admiralty could have adopted would have "been to have paid all workers at the same "rates as are being paid to those who do similar "work for private employers; and it respectfully requests that the whole matter should "be reconsidered, and an uniform payment "based on that consideration be made to all the "individuals of every branch." As far as shipwrights were concerned their antipathy to the system was greater than that of any other class. Amongst the many resolutions passed at different times was the following: "That this general "meeting of shipwrights emphatically condemns "the underlying principle of the wages scheme, "and declares its conviction that no arrangement which classifies workmen after a system "of discretionary recommendation by officials "will ever give satisfaction; and we further "deliberately declare that we would have preferred to have continued without any advance "in wages rather than suffer the introduction "of such an objectionable system into our "trade." The system is not applicable to the trade. Employed in groups or gangs, each man has to do practically the same amount of similar work. The case of men planking a ship is a suggestive illustration. The whole length of a ship's side is divided into spaces or berths of equal length, to each of which a man is assigned. That man has to perform all the work appertaining to his berth; and the amount of work each man has to perform is identical. It is furthermore a busy day's work, for which in outside yards the remuneration given would be quite double that usually paid in dockyards. Nor is this all. The character of a shipwright's work is such that any system of classification is utterly ridiculous. Men work in pairs at identical jobs on opposite sides of the same or similar ships. They have to advance the work practically at the same rate; and, as the yards are worked, this pairing of workmen involves frequently the association of two men of a different class working together or opposite each other, and the result of experience goes to show, and does show, that the differences in the rates of pay do not involve a corresponding difference in the output of work. Taken broadly, one man is just as efficient as another. But, strictly speaking, assuming that is not the case, the system is impracticable by reason of the prevalence of a most aggravating system of patronage which, notwithstanding the protests of workmen, continues to become more and more the ruling principle of the service, and as such at the present time pervades nearly the whole field of dockyard administration. Promotion and everything else is regulated by it. Extraneous considerations are dragged in and used to the detriment of deserving merit. Where such a

Mr. *Dale*—continued.

system prevails men reasonably view with suspicion a regulation which places the amount of their wages at the discretion of officials and unanimously demand its abolition. But beyond all that, shipwrights are not treated equitably with other presumably less important trades. There is not one amongst the many classes of ordinary artisan workers in the yards who execute such a diversified range of operative duties as do dockyard shipwrights. They combine the leading utilities of two classes at least of outside workers. Thus, realising their comparative importance, they should in a just order of things be paid relatively high wages by comparison with other classes of dockyard workers, and especially with similarly designated outside workmen—outside shipwrights. The Admiralty admit the importance of the shipwright class by grouping them with fitters as "superior" trades in contradistinction to boiler-makers, founders, blacksmiths, &c., who constitute what are called "minor" trades. To illustrate this, one has only to say that in the ordinary course of his duties a dockyard shipwright has to manipulate all sorts of wood and the metals. He works both with equal facility. Then again dockyard establishments are maintained for the construction of ships, for all the information connected with which, and the ultimate suitability of the component parts, even where the details are executed by other branches, the shipwright is generally responsible. And yet amongst all the trades he is offered less favourable opportunities in the matter of wages than almost any other class of Crown *employés*. The latest Admiralty regulations respecting some of the trades are as follows: boiler-makers (established) have rates between 5*s*. 4*d*. and 6*s*. 4*d*. per day; hired boiler-makers between 5*s*. 4*d*. and 7*s*. 6*d*. per day; coppersmiths (established) 5*s*. 4*d*. to 6*s*. 8*d*. per day; hired coppersmiths between 5*s*. 4*d*. and 6*s*. 8*d*. per day; engine-fitters (established) 5*s*. 4*d*. to 7*s*. per day; hired engine-fitters between 5*s*. 4*d*. and 8*s*. per day; ship-fitters (established) 5*s*. 4*d*. to 7*s*. per day; hired ship-fitters between 5*s*. 4*d*. and 8*s*. per day; founders (established) 5*s*. 4*d*. to 7*s*. per day; hired founders between 5*s*. 4*d*. and 7*s*. per day; pattern-makers (established) 5*s*. 4*d*. to 6*s*. 4*d*. per day; hired pattern-makers between 5*s*. 4*d*. and 7*s*. per day; smiths (established) 5*s*. to 7*s*. 6*d*. per day; hired smiths between 4*s*. 6*d*. and 7*s*. 6*d*. per day. Skilled labourers in some cases get day rates of 4*s*. 2*d*. and 4*s*. 6*d*., frequently earning while on piece or task work more than mechanics; while storehousemen, who are mostly labourers, range between 4*s*. and 6*s*. 6*d*. per day. For coppersmiths, pattern-makers, &c., the apprentices' entry examination is a mere formal test of proficiency in reading, writing, and arithmetic, and their selection is mostly on patronage considerations; the fitters and shipwrights have a comprehensive educational Civil Service examination, and yet the above are the facts with regard to wages. The other trades are not too well paid, but we complain that our maximum should be restricted to

Mr. *Dale*—continued.

5*s*. 4*d*. per day, as against the very much larger maximums of other trades of less importance. We ought to be placed on an equality with them, as we should if our case were not radically misunderstood. Shipwrights' wages are generally calculated by the day, but they are sometimes paid, first, under a system of task-work called "tonnage," in which work is understood to be measured by weight, and secondly, by piece-work, a system under which the value of the work done is supposed to be estimated by the nature of the work its execution necessitates, and like considerations. Under both systems the men have to work without knowing the prices at which they are to be paid. That permits of all sorts of abuses. That abuses do exist is evident from the fact that wages are not contingent on the output of work. Other considerations appear to be taken into account. Cases have occurred where two men employed on the same job and actually working together have received different wages, the one ordinary day-pay, the other several shillings extra. The absurdity of the piece-work system as applied at Pembroke and elsewhere in relation to classification is shown by a case which recently came under my notice wherein four men were similarly employed, two on the one side of a ship working together, and two on the opposite side also working together. The men on the one side were rated differently to those on the other, and though the same work was done by both pairs, at the end of the week, notwithstanding that they were all employed on piece-work, they received different wages. Anomalies of that character make the men detest both systems, and urge that if they are employed at piece-work the scale of prices should be disclosed, and those prices should be just as liberal as the average prices paid in outside yards. Some of the evils of the tonnage system are due to grouping work and others to the prevailing system of distributing work. With respect to piece-work generally experience seems to show that the more wages men receive the greater the comparative amount of work done, and the cheaper the labour becomes. It would accordingly pay the Admiralty to give relatively high wages.

24,406. How do you show that; how would it pay the Admiralty to pay higher wages?—Because when you increase the workmen's pay in my experience, I believe they turn out a correspondingly greater amount of work. A man receiving 5*s*. per day, for instance, will turn out a certain quantity of work in the week; you give him 6*s*. per day, and he will turn out an amount of work considerably greater in value than is represented by the difference in pay; an excess of work over what he did before, I mean.

24,407. Do you suggest that the shipwright now limits his activity and effort?—With the shipwright, as with every other class, money was always a stimulus, and ever will be; it stimulates men, I will not say, to be more industrious, but to work harder.

24,408. That is, if it is a piece-work system?—Or if it is day-work. I know, at Pembroke.

Mr. *Dale*—continued.

instituted a system of life insurance under which deductions might be made by the cashier from week to week, and paid over as premium to an assurance office on behalf of workmen, not one took advantage of such arrangement to my knowledge. Most workmen, however, insure themselves privately against sickness and death in one or more of the existing friendly societies and insurance companies. Very few insure against accidents alone, although the calling is fraught with extreme danger and not a few accidents occur. Workmen can terminate their engagement at a week's notice. The normal hours of labour are about 51 per week. Latterly there has not been much overtime at Pembroke Dock, and such as has been is viewed with general disfavour. The payment is $\frac{1}{16}$ of a day for every half-hour not exceeding four after bell-ringing in the evening, $\frac{1}{12}$th of a day for every half-hour afterwards. In the morning, each half-hour of work previous to two hours before bell-ringing counts $\frac{1}{12}$th of a day, and each half-hour within two hours before bell-ringing $\frac{1}{16}$th of a day. Employment in dockyards, is as a rule uninterrupted and regular. The men generally work under cover, but where they do not, no cessation is permitted in bad weather. That regularity, which is necessitated by the requirements of the public service, is taken advantage of by the Admiralty, who in computing averages wrongly strike off something on account of it. They ascertain the aggregate average earnings of men outside, who work perhaps nine or ten months during the year, and compute a dockyard man's wages from that sum as a basis, assuming him to be regularly employed. All this tends most unjustifiably to reduce wages. Sunday labour is only performed on very rare occasions, and is paid at the rate of ordinary time and a half. For holidays men get double pay. The duration of the week's work is regulated by a time table arranged, probably, so as to permit of workmen having daylight at all times while working. The subdivision of work amongst different trades and individuals has been productive of much dissatisfaction. The usual line of demarcation between trades is not as clearly observed as it should be. On the one hand many details of wood-work which is everywhere recognised as belonging to shipwrights are being partly or wholly done by joiners. Launches and decking are examples. Then again joiners are encroaching on iron-work. Until recently shipwrights did all iron-work or rather performed the responsible initial operations in connexion with it. They also did rivetting and some machine-work such as rolling and bending, &c. With the advance of time, however, they are gradually being ousted from a great deal of this work, and now the machine-work and rivetting is executed wholly by labourers who, as a rule, have no preliminary mechanical training. This change has been as disastrous to the artisan classes in the service as it has been disavantageous to the best interests of the service. Each set of rivetters should be in charge of a trained mechanic. The machine-

Mr. *Dale*—continued.

work too, such as punching and shearing, should be executed by the men who are responsible for the proper output of the work. Instead of handing over plating after it has been marked to labourers, every shipwright should, with the assistance of labourers employed for the purely manual work of transporting, shear, punch, and roll his own material. In brief the outside system of conducting work should be followed in every particular. The result would be greater expedition in the output and better work. Apprentices to shipwrights serve six years at the present time, but, to protect them, there should be stringent regulations preventing the officials from introducing as shipwrights people who do not serve a legitimate apprenticeship, or, in some cases, an apprenticeship at all. That would remove the sting of a great grievance and go far to allay the anxiety of shipwrights at Devonport, who have now to permit labourers to work with them as what are called "mates." Without a recognised society able to dictate terms, there is a danger, and perhaps a probability, that some of such labourers may shortly be entered and paid as shipwrights. Dockyard apprentices suffer from quite a variety of grievances peculiar to them. There has not to my knowledge been any discharges for belonging to a trade union, but workmen generally believe that the authorities detest unions, and accordingly keep back as much as possible all knowledge of their connexion with them. Personally I have suspected persecution because of my connexion with the Shipwrights' Society and another trade union. The fear of persecution is at any rate one of the greatest drawbacks to the formation of a proper union, which would if established be as beneficial to the service in the long run as it would prove advantageous to the men Amongst the other causes of discord the practice of allowing certain personal marks to candidates for promotion is one of the most grievous; and the general discretionary power vested in officials to nominate men to subordinate offices quite independent of any direct test of superior fitness to fulfil the duties is viewed with equal disfavour. Amongst shipwrights, hitherto, promotion was made by examination, but the possibility of the officials jerrymandering the result by their discretion in awarding personal marks, marred the satisfactoriness of results. Promotion should be made after examination without any such marks. The only local trade combination amongst shipwrights is the present association which is a development of the Ship Constructive Association, established in 1873. The Ship Constructive Asssociation existed at each yard, but though the objects of all the branches were identical the rules varied somewhat as they do still. The principal object is to look after trade interests, but latterly there have been extensions in that respect. At Devonport and Pembroke, for instance, in addition to the trade combination, members may contribute to a sick fund associated with the Society. The contributions and benefits to such Society are graduated. A man upon contribution of 2*s.* 1*d.*

Mr. *Dale*—continued.

dy, that is 2*s.* to management and sick and 1*d.* to trade fund, receives a sick nce of 15*s.* weekly. This arrangement is ing increasingly popular. The objects of -constituted Association are thus defined in les "The furtherance of the interests of members by endeavouring to secure for n equitable wages and satisfactory general litions of employment, and by making vision for their support while incapacitated n work in times of sickness and hurt, for ch purposes funds shall be raised by luated weekly contributions." There have o strikes. The men have contented themwith making a representation of their case Admiralty and to members of the House mmons interested in naval matters, as unity offers. Foreign labour has no effect ckyard labour. To prevent the possible ence of strikes and to ensure contentment, ges of workmen in dockyards should be rom time to time by a board of arbitration ting of a representative or representatives men and an equal number of repreives of the Admiralty who could elect an e or chairman, and who should have power lect evidence, if necessary examine wit-, and generally hear the complaints of men on all matters, and issue regulations n to the dockyard officials. The hours of could be decided by the same authority, n the general opinion inclines to regard a f eight hours as being sufficiently long. alysis of the earnings of men uniformly ed on piece-work would probably show, ld show as a matter of fact, that they s much during the short days of winter as do in the longer summer days. Until uch arrangement as above is introduced, en after, it would be to the advantage of rvice to encourage the prevailing outside of representative delegates.

Sir *John Gorst.*

09. You speak about the difference in the but there is no difference in the wages in r and winter, is there?—No.

10. The men are paid as much for the lay in winter as they are for the long day mer?—I was speaking there with regard reduction in the hours of labour and I t as a test of the satisfactoriness of such ion the earnings of men employed, like s and rivetters, who in the dockyards are nly on piece-work, might be taken in order rtain the relative output of work at both s.

11. Do you say the hours in the winter hours a week?—I could not say exactly he hours are, they are considerably shorter winter than they are in the summer.

12. Do you say the average hours of labour per week taking all the year round?—Yes.

13. Do you mean to say that you think hours could be shortened without lessening ual quantity of work done?—The earnings illers and rivetters who are employed

Sir *John Gorst*—continued.

uniformly on piece-work seem to show that. They earn equally as much in winter as they do in summer.

24,414. Showing that by more vigorous work they can do in the shorter hours the same kind of work that they rather dawdle over in the longer hours. That is what you mean, is it not?—Yes.

24,415. To what extent do you advocate the shortening of the hours; what would you think the most efficient, what would you think would be the number of hours in which a man could do the most efficient day's work?—What I had in my mind at the time I wrote that was the popular demand for the eight hours' day. I thought that if a thorough investigation was made into the earnings of these regularly piece-working people it would prove that they could reduce at least three hours a week without disadvantage to the service.

24,416. You think that in eight hours a man could do as much work as he could in nine?—Yes, I mean to say that in eight, or probably less than eight, a man thoroughly exhausts himself, and if he were employed for 10 or 12 I do not think he would do a great deal more work continuously.

24,417. I want to ask you about accidents; you heard the question I put to the gentleman who was in the chair before you?—Yes.

24,418. Is there any dissatisfaction with the treatment which the workmen receive from the Admiralty in respect of accidents, or do you think that you are all fairly treated?—No, the men complain.

24,419. What do they complain of?—Of the regulations with respect to compensating workmen who experience accidents.

24,420. What is the complaint?—The complaint is this, that according to the regulations as they exist at the present time, the Admiralty can, if they elect, repudiate their liability to compensate three years after the accident has taken place; that is to say, assuming a workman loses an eye and continues for three years afterwards in the service, the Admiralty if they like, should the man be incapacitated from further work, either through his eye or through other physical infirmity, might repudiate their liability to give him any compensation for the loss of that eye, because the regulation three years have passed away.

24,421. Do they exercise such a right often; I mean are there often cases where the Admiralty repudiate liability to compensate for accident?—I remember one case in which I think they did at Pembroke. I am not very sure as to the nature of the injury the man received, but it was to his eye, and his fellow-workmen who knew that he had experienced that accident while engaged at his work, knew also that he was unable to see with one of his eyes. During the recent discharges this man happened to be singled out and he was discharged, and upon making a representation to the authorities, who admitted that he had received the injury in the service, he was said to have been told that more than three

Sir *John Gorst*—continued.

years had elapsed, and therefore they would not give him any compensation. He was a hired shipwright.

24,422. Is there not very often a question as to whether the hurt has been received in the execution of duty or not?—It was admitted, I think, in that case. It is sometimes a question. Every workman upon receiving an injury is supposed to go to the surgery and report it. They keep a record of the injuries received by workmen.

24,423. When you speak about the hired men being discharged every year, that is a mere formal discharge, is it not?—Yes.

24,424. They are formally discharged at the end of each year and then engaged again?—Yes.

24,425. Immediately the next day?—They are in continuous employment.

24,426. Practically do the hired men in the dockyard work as continuously as the established men?—Just as continuously.

24,427. Are they generally men who have worked for years in the yard?—Some of them, have as much, I believe, as 18 or 19 years service, some of them at present employed at Pembroke.

24,428. Generally is it the exception where a man merely comes in for a short time and discharges himself or is discharged, and are the generality of the hired men regularly employed, as regularly as the established men?—The generality of them are at Pembroke Yard.

24,429. Why are they not put on the establishment?—Because the Admiralty limit the numbers who are to be on the establishment in the different trades.

24,430. Now are the numbers that are put upon the different trades enough to carry on the work of the dockyard in ordinary times without any hired men at all?—No, or else hired men would not be employed.

24,431. Is the number that is put upon the establishment by the Admiralty about half what are necessary to carry on the work of the dockyard?—With shipwrights.

24,432. And about half are hired with shipwrights?—Yes.

24,433. Is it the same case with the other trades?—No.

24,434. What is the proportion?—A smaller proportion of other trades are established than of the shipwrights.

24,435. Then in most other trades the number put upon the establishment is much less than half what is necessary to carry on the work of the country?—Very much less. I take fitters as an illustration. I believe there are quite 100 fitters employed at Pembroke Yard, but of that 100 there are only about 14 or 16 established.

24,436. Are the men now, the shipwrights, speaking for your own trade, anxious to get on the establishment?—Generally they are.

24,437. They are?—At Pembroke.

24,438. Are the other trades anxious to get on the establishment?—Yes.

Sir *John Gorst*—continued.

24,439. Taking fitters, particularly, is it not the fact with the fitters that men could get on the establishment, but will not?—I could not speak with much experience with regard to the fitters, but taking smiths as an illustration, in past years, while establishment was going on, some of them have been known to sacrifice 7*s.* or 8*s.* or 9*s.* a week to get placed on the establishment. They were working as smiths, and the ordinary practice of the service was to establish them as hammermen, and to raise them up step by step, until they were raised to a status equal to that they held before as smiths. In order to get established as hammermen, in some cases they had to go back 7*s.*, 8*s.*, or 9*s.* a week in wages, and continue at that reduced wage for some years.

24,440. Now, with regard to this classification scheme, is it a fact that since April 1891 every shipwright's wages have been raised somewhat; every man has got a rise?—Every man employed in the dockyard.

24,441. Every shipwright employed in the dockyard has had a rise, but whereas formerly you were all paid alike, you are now paid according to different classes and grades?—That is so.

24,442. Do you know whether such a classification of your trade is known in outside employment?—It is known, I believe, in one yard on the Mersey, in Messrs. Laird's; but I do not know of it in any other reputable shipbuilding establishment.

24,443. Do you know whether Palmer's Shipbuilding Company on the Tyne has such a thing known there as classification of shipwrights?—I believe not.

24,444. Or at Elswick works?—No.

24,445. Do you know whether there is such a thing known in Belfast, in Harland and Wolff's works, as a classification of shipwrights?—It was not known 12 months ago. I had some correspondence with the secretary to the Shipwrights' Society at Belfast about that time, but not since.

24,446. I wish you would explain the objection felt; is it that the men of the different classes have to do exactly the same work, and may be working side by side on the same ship?—That is it.

24,447. In fact, under the present scheme a number of men may be employed doing exactly the same kind of work, and doing it with equal energy, and may be paid, I think, about seven or eight different rates of pay?—Yes.

24,448. Did you hear of a case where a number of shipwrights employed upon a ship at Devonport actually put all their money into hotch-potch and divided it amongst themselves?—Yes; I believe that took place at Devonport. They were planking a ship, and the men on different rates of pay aggregated their earnings, and equally divided them amongst all those engaged on the job.

24,449. They took their money at different rates from the Admiralty, and then they put it into a bag and divided it equally amongst themselves?—Yes.

Mr. *Gerald Balfour*—continued.

tion adopted at Pembroke Dock by the shipwrights at a general meeting of shipwrights.

24,477. If that view was generally entertained obviously the men would have been very much better off in throwing the money into hotch-potch and then dividing it?—So they might have been.

24,478. Their faith in their resolution did not carry them that length?—No; it would be rather a difficult matter to arrange. It would work with a great deal of friction, and furthermore it would cast a very ill reflection on the Government of a great country like this to think that they should pay the workmen different rates of wages and then that the workmen should thereafter go and throw the money into hotch-potch and divide it equally between them.

24,479. But if you think a system unfair, would you think it unfair to meet it in that way?—I am of opinion myself that if a persistent effort had been made in that direction it would have been successful, but those who were on the lower rates did not care to push it to extremes because their fellows might naturally suppose that they were actuated by selfish motives, mercenary motives, in so doing; hence the proposal dropped.

24,480. I think you spoke of a system of "exertion money" having existed at one time?—Yes, 10 per cent. I can remember, though I do not think I worked in the dockyard at the time, or if I did, I was an apprentice—I served my apprenticeship in the dockyard—I can remember the men getting 3*s.* per week; they were then in the receipt of 30*s.* ordinary wages, and that would be 10 per cent. It was called "exertion money" and it was given to stimulate them to be more industrious.

24,481. You say that system gave general satisfaction?—It did give general satisfaction.

24,482. Do you know why it was dropped?—I do not think it was ever the rule to carry it on uniformly, if I may so express myself, but in a case of emergency it was resorted to because they wanted certain work done in a hurry or with greater rapidity than it would have been done in the ordinary course.

24,483. Who determined in that case whether the exertion money had or had not been earned?—It was paid generally; no attempt was made to measure the output of work by the men. Each man received a certain percentage of additional pay.

24,484. But conditional upon a certain amount of work being done?—I have no recollection of any condition attaching to it.

24,485. You mean that it was simply the custom at certain periods when there was a great deal of work to be done, for the men to be told that they would receive 3*s.* extra money per week, and it was left then to their good faith and honour to do work corresponding to that addition?—Under the supervision of the officers.

24,486. And you are not aware of any condition having been attached to the receipt of that money?—No.

Mr. *Gerald Balfour*—continued.

24,487. You propose that wages should be fixed by a board of arbitration on which the men should be represented?—Yes.

24,488. Would you enter somewhat more into detail in regard to that proposal?—I do not know that I can detail it much more than I have, namely, that the workmen should select one or two representatives, and that the Admiralty should have one or two or more representatives, and that they should meet together and consider all these little questions of dispute with regard to the hours of labour and grievances of different kinds, and the regulation of wages.

24,489. Was it your idea that the board should consist of an equal number of representatives of the men and of representatives of the Admiralty, and that this board should then have the power of settling the wages?—Yes; that that board should have the power of issuing a regulation which the Admiralty should countenance and recognise in the dockyards, and enforce.

24,490. Should be obliged to recognise in the dockyards?—Yes.

24,491. In other words, you would give the men equal power with the Government in fixing what their own wages should be?—I think they ought to have it in every case, whether in dockyards or in private employ. The capitalist has his voice for the capital he has embarked in the business; the workman who embarks his labour, which is his capital, should have an equal voice.

24,492. He is not bound, remember, to remain in the employer's employment unless he chooses?—No; nor is a workman obliged to remain in private employ. He might be temporarily engaged, but still, in many places, they have such boards of arbitration, and do regulate wages. The colliers in South Wales are an example.

Mr. *Dale.*

24,493. There they have a sliding scale?—A sliding scale committee.

Mr. *Gerald Balfour.*

24,494. In the case of private employment a dividend has to be earned, which gives a test of the wages the employer can afford to pay, but that is not the case in Government dockyards?—No.

24,495. On what principle would you base the decisions of such a board?—In what way do you mean?

24,496. How would you measure what was a fair wage?—By taking the average wage of similar workers throughout the kingdom; a fair average in yards where similar work was being done; work of a similarly large character, and important character.

24,497. Then the only standard to which you could refer, and by which such a board could be guided, would be the wages actually paid to men in private employment?—Precisely.

Mr. *Trow.*

98. Would the workmen in the private have to be idle in bad weather?—I have ıd a great deal of experience in private but probably, I think, they are idle some ime during bad weather.

99. So that there is a little advantage ou have there?—Yes; but still, I suggest f we work a day we ought to be paid whether the weather is fine or not.

00. But you referred to arbitration, and I l to take the wages of the private yards parison with the Government dockyards, ould you not also have to compare the the production if you went to arbitration l as the wages?—How do you mean?

01. The cost of producing a ship of a tonnage?—Certainly.

02. Not only wages, but also the cost of ıg?—Having regard to the cost of pro-n.

03. And your only argument would be ou should receive the wage that would he cost of production in the Government ards on a par with the cost of production vate yards?—Yes, but when I suggested ıtion I suggested also that the board of ıtion should have greater powers than the power of considering matters of ; there should be general regulations for nduct of the service; because, of course, , as dockyard men, that we are saddled nnecessary officialism, costly officialism, would be unfair to deduct from the men's because they have to keep up the salaries ghly paid officers that the men believe be dispensed with under the system I t.

04. Would you allow the arbitration to deal with the entire management of rd, and the cost, with regard to wages ficial salary?—I would.

Mr. *Tom Mann.*

05. Did I understand you to say that the ıg hours on the Thames for shipwrights 51 in the week?—Yes.

06. Have you any official grounds for g that statement?—The authority of Mr. .

07. I thought they were higher than —I believe not.

08. Are the men content with 51 hours a The men have lodged no complaint, I concerning that?—The men think there to be a reduction of hours.

09. To what?—They fall in with the r movement for an eight hours' day.

10. Is that movement popular in your t?—Yes, it is generally appreciated by ɔrkmen.

11. By the dockyard workmen generally? dockyard workmen.

12. Have they taken any steps to express pinion in an official form on the question? y have, at different times. They have a chance resolution now and again on bject.

Mr. *Tom Mann*—continued.

24,513. Who have done that?—Meetings of the workers generally, dockyard workers and shipwrights.

24,514. The shipwrights themselves have?—Yes, they have.

24,515. As shipwrights?—Yes.

24,516. The Ship Constructive Association have?—The Ship Constructive Association have.

24,517. You are speaking of a trades union now?—Yes, I should call it that.

24,518. You do not mean any other association or any other union?—No, not that I am aware of.

24,519. Then, are we to understand that at the dockyard you are speaking for to-day, the men there are generally favourable to an eight hours' working-day?—I am speaking of shipwrights principally; I could not speak for the fitters, for instance.

24,520. You speak of shipwrights only?—I could not speak for the fitters and several other trades.

24,521. Could you define the work of a shipwright as distinguished from that of a fitter?—No, a definition would be very difficult.

24,522. Why?—Because abstract definitions require a little thought.

24,523. Quite so; do the two trades overlap?—In some respects they do.

24,524. Do they bring the respective workmen into conflict at times?—I remember a little bit of friction between the fitters and the shipwrights. The question was about some watertight door-work, and the shipwrights contended that it was their legitimate work, whereas the fitters contended otherwise.

24,525. What class of men do that work now?—The shipwrights.

24,526. Are the other men satisfied, do you know?—I could not say.

24,527. You do not experience any difficulty?—No, I never hear any of them complain at the present time.

24,528. Do you say that shipwrights serve any time in the engine-shop?—No. I commenced my apprenticeship in 1876 at Pembroke Yard, and finished in 1883, and it is since that time that the Admiralty regulation that an apprentice shall serve 12 months in a fitting-shop has come into effect.

24,529. In your opinion does it add to their efficiency?—I think so.

24,530. What do you consider is the object of that one year in a fitting-shop?—I could not say.

24,531. Does not it take one year from their shipwright apprenticeship?—It does.

24,532. Is it calculated to improve their capacity as shipwrights, or to deteriorate it?—It is a matter of arbitrary judgment as to what time is necessary in order to enable a person to learn a trade. For instance, when I entered the dockyard as an apprentice we were bound for seven years; since that a regulation has come out under which shipwright apprentices were bound for six years and a half; and more recently again

Mr. *Tom Mann*—continued.

there has been a fresh order so that shipwrights and fitters too are now bound for six years.

24,533. In any case you did not serve any time in the fitters' shop, as you state?—I did not.

24,534. But you are a qualified shipwright, are you not?—Well, I am supposed to be.

24,535. You get your living as a shipwright?—I do.

24,536. But the shipwrights of to-day who have served their apprenticeship since the date you mentioned are of a somewhat different character from yourself, although you are a young man, is that so?—I do not know of any difference that I could speak of particularly; they get a little bit more methodic instruction, or are supposed to get it, at the vice or at the lathe. I heard your questions to Mr. Anderson, and I should say that I know of no shipwright apprentice working at the lathe in Pembroke, employed in a fitters' shop.

Mr. *Tom Mann*—continued.

24,537. In what capacity; as an apprentice?—As an apprentice.

24,538. With a view to learning to manipulate the lathe?—I do not know of a single case, but I have observed them working at the vice. I should say that the instruction they are receiving would be calculated to make them more methodic and better workers.

24,539. You do not know of a case at Pembroke?—No.

24,540. But you do know of their working at the vice?—Yes, I do; there are a number of them now working in the fitters' shop at vices.

24,541. You consider that a shipwright in a Government yard would be able, if drafted to a private yard, to take the yard in hand properly, do you?—What work?

24,542. The work of ship construction?—Most certainly.

24,543. You think he would be a thoroughly competent man?—I do.

The witness withdrew.

Mr. ROBERT ROBERTS ALLISON called and examined.

Mr. *Dale.*

24,544. You are general secretary of the Ship Constructive Association?—Yes.

24,545. And you are personally working as a shipwright at Chatham Dockyard, are you?—Yes.

24,546. You desire, I think, to submit to us certain evidence as to the position shipwrights hold?—Yes.

24,547. Then will you proceed to do so?—I wish to bring before your attention the position of the shipwrights at present in the Royal Navy. It is an admitted fact of great importance that the Admiralty should endeavour to have the best men possible to occupy the position of skilled shipwrights in the navy. They have endeavoured by many means to do so, and one of the means by which they have endeavoured is to send out to the different dockyards in the north of England, and in fact all the large establishments, to get men who are thoroughly conversant with iron-work as well as wood. No doubt you know that in many of the yards outside Her Majesty's dockyards the shipwrights do the wood-work as well as the iron-work; for instance, at Joseph Thompson's, William Pile's, and William Short's yards, and several more, the shipwrights do the iron-work.

24,548. You speak of the River Wear, do you?—The Wear. They endeavour to get the best workmen to fill the places of the skilled shipwright. Now, it is necessary in the first place that when those men are asked to join the navy as skilled shipwrights, they should pass a practical examination, not only in wood, but in iron and in steel, and they are supposed to do the entire work of the new class of vessel that is at present built. The word shipwright according to the old term meant that they should do wood-work and nothing else; but the skilled shipwright of to-day before being admitted into

Mr. *Dale*—continued.

the navy has to perform in the presence of officials, such as foremen of the yard and carpenters of the navy, the work that they say they can do, namely, rivetting, caulking, iron-work, plating, and the understanding of the practical work of gunnery and of torpedo work, and also of hydraulic machinery. Then when they come to the dockyard they want the best men they possibly can get out of the dockyard to join the navy, and I want to place before you to-day the great grievance that we think exists at present. A few months ago 60 lads offered themselves as candidates for places in the dockyard. Those 60 lads had to pass the same Civil Service examination, and those that were at the head of the list, namely, 30 of them, had the option of becoming either fitters' apprentices or shipwrights' apprentices. Prior to 1890 the shipwrights were compelled to serve seven years' apprenticeship. At the end of the seven years, taking the case of two men for instance, those two men from choice would join the navy, and one would be a shipwright starting at 4*s.* a day. The engine-room artificer who served the same amount of time commenced at 5*s.* 6*d.* per day; that is 1*s.* 6*d.* more than the wage of the shipwright.

Sir *John Gorst.*

24,549. You are speaking of men who serve on board ship now in the navy, are you?—Specially so. In the dockyards we have what are termed minor trades, such as boiler-makers, copper-smiths, engine-smiths, pattern-makers, those are all termed minor trades. The lads who fail to pass the higher examination are allowed to take up those minor trades. Now at the end of six years those lads who cannot pass the higher examination have passed into the navy as chief petty officers paid at the rate

Mr. *Dale*—continued.

branch in Ireland. We had several, but the Dublin branch and several others seceded. We have only one branch left in Ireland now, and that is at Belfast. We have two in Scotland, but had more. The last depression in trade broke up the Scotch Brass-Founders' Operative Association, which was also associated with us. It has been since re-formed, and, at the present time, negotiations are going on to rejoin. The other branches are entirely in England.

24,562. About how many lodges or branches have you?—We have 13 societies associated. Several of those societies have federations and there are branches of the societies which are not named in our Association. We are in association with the headquarters of each local circle.

24,563. How many members have you?—At the present moment we have of subscribing members 2,293.

24,564. What class of workmen are eligible for membership?—We take in both moulders and finishers. The term "moulders" only includes moulders, but the term "finishers" includes lathe-men, vice-men, or what is known as brass-turners or brass-fitters.

24,565. Are there several other societies than your own which admit into membership persons following your occupation?—Yes; there is the Birmingham Brass-Workers' Association. There are also several in London. There is the London Amalgamated Brass-Workers, which also admits finishers and moulders. And then there is the London Scientific Instrument Makers' Society, and the London Mathematical Instrument Makers, and the London Brass-Moulders' Association, which is federated with the London United Brass-Finishers, to which I belong. They are allied on the trade protection basis.

24,566. Are most of the persons following your trade in one union or another?—Yes.

24,567. What are the general hours of labour?—54. In some of the Lancashire towns, and in Newcastle and Liverpool the hours are 53. Our hours are generally the same as the engineers' hours. Whatever hours are worked in any district by the engineers, we, being a kindred trade, always accept as far as we can, and act with them.

24,568. Are your members largely paid by piece-work?—Yes, unfortunately so.

24,569. Do you say unfortunately?—Yes.

24,570. Perhaps you would state your objection to piece-work?—I might state that our principal grievance is piece-work. Since the formation of our Association we have only had what you might call one strike of any consequence, and that was a resistance to a reduction in wages. We are never without a strike, simply because of this piece-work. Every firm seems to think that where piece-work is worked, they can break one of the sticks in the bundle, but must not attempt the bundle, so that consequently they never attempt to touch the day-work prices, but always the piece-work prices. Our Association has constantly to grant strike-pay to a member resisting reduction, but it does not give it to a man negotiating a new job. We do not give strike-pay to them. If a man says "I cannot "do the job at the price which is offered me," he has to come out on his ordinary day-work pay, granted by his ordinary local association, but where it is a case of having previously done a job at a certain price, and the representatives of the employer tell you that they want it done more cheaply, it is granted. Sometimes they give a reason and sometimes not, and sometimes the men feel that the work cannot be done at the price, and they apply to their local centres, which forward the case to the executive for decision as to whether it will grant strike-pay, or whether they will have to go on their local funds. The competition that exists in piece-work has, to a certain extent, deteriorated the tone of the trade, because, in a large number of cases, it has induced the introduction of boy labour as opposed to apprenticeship.

Mr. *Dale*—continued.

24,571. What are the wages or earnings on piece-work generally of your members?—The earnings are generally reckoned about time-and a-half. That is the maximum I may state.

24,572. Then what are the standard wages?—The standard rate of wages is always the rate of the district. In London, for instance, we claim to get nothing less than 8*d.* per hour, but we have men engaged in the electrical line and in the production of various specialities, who get as high as 11*d.* per hour.

24,573. Then that 8*d.* would be the standard in London for the non-special men?—That is so.

24,574. To what does that decline in other districts where living is not so dear?—It declines very little in England. In Scotland, in one town, it is much lower, about 1½*d.* lower, that is about 6½*d.* per hour, and in another town in Scotland the wages are about 7*d.* for day-work: but in England the average skilled workman gets about 7½*d.* or 7¾*d.* In Newcastle and London it has reached 8*d.*

24,575. What do you say to us about overtime?—The great grievance regarding overtime is this, that when a man is employed on a day-work job he receives the usual allowance for overtime, that is time-and-a-quarter for the first two hours and time-and-a-half after the first two hours' overtime, but the piece-worker may be required to work overtime all the year round and he receives no compensation for the extra hours. He has to do his work at the same price as if it was done in the ordinary hours of labour and not overtime.

24,576. Of course he gets more work, but he draws at the same rate?—Yes, and we feel that it exhausts the men.

24,577. I see you desire to say something about the sub-division of labour as between different trades?—I would like to say a word, but unfortunately we got crushed in Newcastle this year between the engineers and plumbers; that is from our point of view very undesirable, because in all cases we do everything we can to prevent strikes; but unfortunately, let me withdraw the word unfortunately——

Mr. *Dale*—continued.

cost to us for working expenses and for little disputes that could have been avoided by a better feeling between employers and employed. We say that it is better to ask a man "what could you do a job for," than to say, "you shall do it at such and such a price."

24,598. Is your Society also a benefit society?—We leave the benefits entirely to the local circles. The Association takes in no benefit except strike-pay. The local society attends to all sick-pay, pension, out-of-work, death-money, and bonus within its own area.

24,599. What have you to say about the nature and extent of your Union's action in finding work for unemployed members?—Whenever there are jobs known to be vacant we communicate at once with the secretary or man out of work. Any man knowing of a job and does not send it on, another member simply reproaches him for it and says, "I shall report you." We do not often have to do it, I am happy to say, but where it does occur the man is fined a nominal sum who does it, and that is just so that he shall not forget to do it again. We use every effort to find work for one another.

24,600. What about apprentices?—That has practically died out in London in our trade. There is no such thing as apprenticeship in our trade.

24,601. You mean no formal indentures?—No indentures.

24,602. But boys come in?—Boys come in, and it is mostly in large firms and very small firms; they come in and displace the men. A job is given out to one or two boys, pieced out in different pieces, but then a man has generally to see that it is rightly and efficiently done and made presentable for the market. We feel that goods are being passed into the market by firms that have gained a reputation in times past and are trading on the public with it, as if their goods were first-class goods when we know that they are not such. This principally occurs in regard to sanitary goods.

24,603. What change do you desire to see in boy labour?—A change in regard to apprenticeship. A large proportion of the boys are kept either at special machines or at a special class of work during the time of boyhood, and when they arrive at an age when they want to have a man's pay or something resembling it are discharged and fresh boys replace them. But in times of depression the boys are seldom discharged, that is to say, those boys who can turn out anything for the market, and we men have to suffer for it by being out of work. If the boys are able to turn out a decent job in the line they are at they are kept on, and that affects us seriously in times of depression. If a boy were apprenticed there would be some guarantee that he would be taught the trade, and the consequence would be that he would not compete with us so hard by always working at one article, but he would be taught the general round of the work in the shop, and that would lessen the number of boys in the trade we believe. It is principally to work in the sanitary line that I refer.

Mr. *Dale*—continued.

24,604. The boy labour you refer to differs from the labour of apprentices not only in regard to indentures, but it also differs in this that the boy is set to do that one thing that it may be convenient to put him to?—Yes, that is so.

24,605. He is not passed on from that to other branches so as to be turned out a competent general workman?—That is so.

24,606. Is there any other point on which you desire to proffer evidence?—There is workshop inspection if you would allow me. A case occurred (not in my trade, nor in connexion with the shop where I worked) in which an accident occurred; a man was killed and the coroner's officer (I do not know whether it is a new idea or not) was instructed to go to the engine factories and summon a jury of workmen to adjudicate upon the case. The jury came and as one juryman expressed it, he being a member of the Amalgamated Society of Engineers, he said it was only right that a jury of experts should be summoned because according to the factory inspector who came there it was a piece of dangerous machinery which was erected and he had never seen it. But he explained that it was impossible for him to have seen it as there were only four inspectors for the home counties, Middlesex, Kent, Essex, and Surrey. They said that was the cause of the man's death, the dangerous machinery; and I am instructed to impress upon this Commission the fact that it is desirable to have more factory inspectors, but not at such a high salary. We have necessarily no objection to the present gentlemen occupying the position, but the same salaries should be used in order to appoint mechanics with practical acquaintance of the work. This case was a case of two bevelled wheels feeding inwards, I do not know whether you understand it. When a man had to approach them the horizontal wheel was running this way, and the vertical wheel was running so (*illustrating*). The man was inside, and it caught him and simply mangled him.

Sir *John Gorst.*

24,607. Was he killed?—Yes, mangled on the spot. There was no protection whatever, and the inspector said that had he seen it he would have ordered it to be guarded at once by a fence. But he said how could he see it, "I have got a whole county to look after." There is often dangerous machinery put up, and we feel that there is a necessity for better protection, and we know that it would not press hard on the employers, because they all would have to do the like in regard to protection.

Mr. *Dale.*

24,608. I do not say it is a complete answer to your suggestion, but you are aware that the workmen employed in the workshop could have written even anonymously to call the attention of Her Majesty's inspector to it?—We did not

Mr. *Dale*—continued.

here to write to, because the Factory placed so high up, and they get so at we cannot read them. They are all ithin the view of the men, but too high

). A letter addressed to the Factory In- for the county of Middlesex would have —We have been given to understand that not take any notice of anonymous letters.). That is a mistake?—I did not know

. We have had it given in evidence official instructions direct the inspectors cognizance of even anonymous commu- ?—I thank you. That is information.
2. Then will you go on?—I think there one other thing I wish to name, and that in the Manchester district and ire districts generally, the men complain fficient sanitary arrangements in the ps. I know that that ought to be the the local authorities. In London the thorities are very good in that way in after the sanitary arrangements in the ps; but our local magnates in Lan- are generally the local employers, and or other they do not rise to the level their duty as public men and employ- I was specially requested to call the n of the Commission to the fact that it vance of workmen generally in the whole ire district that the sanitary arrange- n workshops are not what they ought

3. You prefaced your answer by saying u knew it was the duty of the local authority?—Personally, I am aware of

Mr. *Gerald Balfour.*

4. I gather from an answer you gave ır Association would not be in favour of way with piece-work altogether?—No; ly a matter of surmise with me person- ıt I think that if the Association were iece-work would be abolished. I know r of our employers are bitterly opposed bolition of piece-work, and the men are ays in favour of it.
5. The men working piece-work earn oney than those working on day work, not?—Yes, but not in all cases; y.
3. Is very much overtime worked in ade?—Not in London; but in the big good deal of it is done.
7. Is that regarded as a grievance?— enalise it as heavily as they can, in ol especially.
8. You mean by insisting on higher —Yes. For instance, in Liverpool, a has sprung up in some repairing shops of the men to go home at 5 o'clock, and sending to their homes for them before to come to work at 8 o'clock, to go out airing job, the job lasting sometimes up 12 o'clock. The men insist that on a

Mr. *Gerald Balfour*—continued.

job like that, if it lasted up to 12 o'clock, they were entitled to a night's pay, or if it lasted til. 6 o'clock next morning. That was conceded, and that is the present practice in Liverpool. In that case the men sometimes left the shop at 5 o'clock to go to the repairing job, and worked till 12, and the job might be some long distance away, and all means of transit stopped, and no cars or railways running, so that they had to walk several miles in some cases, and they insisted that a man who had to work till 12 o'clock should be paid for a whole night.

24,619. You do not desire to see overtime abolished altogether, do you?—Personally, I would.

24,620. Is that the view of your Association also?—Their vote has never been taken, but generally, so far as I know the opinions of the men, I think they have come up to the standard that they would like to see systematic overtime abolished. They quite agree, of course, that exceptional overtime may be worked, but systematic overtime I do not think they altogether care about.

24,621. Speaking generally, both your grievances and the objects you aim at seem to be those of the Amalgamated Engineers?—Exactly. We are a kindred trade, so far as the higher class of work is concerned.

Mr. *Dale.*

24,622. Does the view you expressed about the abolition of systematic overtime chiefly arise from the belief that that will draw into employment those who are now out of it?—Exactly so, and the men themselves do not care about the hours. They feel that when they have worked as we do for 9½ hours in an ordinary day they have done pretty well.

24,623. Has your Society passed any resolution or expressed any opinion upon the subject of legislative limitation?—No, not legislative. We passed in the London Society a motion in favour of the eight hours' working-day, but the question as to legal or trades union action was left open.

24,624. It was thought that it was expedient that the hours should be reduced?—Yes.

Mr. *Gerald Balfour.*

24,625. It was a general expression of opinion that eight hours was desirable?—Yes.

Mr. *Burt.*

24,626. Are you federated or connected with the Birmingham Brass Workers' Association?—No. The branch in London is the only one we have federated with.

24,627. Mr. Davis is the secretary of that one, is he?—Yes, that is so.

24,628. In the case to which you referred where dangerous machinery was not fenced in and where the accident had occurred, was it not obligatory on the employer to fence it quite irrespective of the interference of the inspector?—That was so. It was obligatory, but he did not do it.

Mr. *Burt*—continued.

24,629. Was any action taken in the way of claiming compensation or of vindicating the law in any way?—No step was taken in raising legal action, but the employer agreed to compensate the widow. The man who met with the accident was a young man and left a widow and two children.

24,630. Of course it would be known that he was under legal obligation?—Yes, it was known to himself.

24,631. But the case was compromised by his paying an amount?—One of the jurymen called my attention to it. He was a mechanic and a member of the Amalgamated Society and he said that they purposely framed a verdict so that he should be really liable because the accident was caused through the machinery not being fenced, and that took away the man's life.

22,632. In regard to the complaint you make as to the insanitary arrangements of the shops, is that a general complaint, or does it apply to certain cases only?—It seems to apply mostly to Lancashire. Cases may occur otherwise, but the complaint seems to be general that in Lancashire no care whatever is taken as to that. Our men believe that the arrangements are liable to cause disease, the sanitary arrangements are so primitive.

24,633. As there is a recent Act come into operation placing the workshops and factories under the local authorities, do you suppose that when that becomes more generally known, something may be done in the way of calling the attention of the inspectors to the need of better provision?—You see it is very difficult to state what may occur in any particular district.

Mr. *Burt*—continued.

Speaking of my own experience of action that was taken in one district in London, I know that it led to a very great deal of improvement in the sanitary arrangements in the workshops. It is difficult to get a man that the workmen can address into the position of a local magnate. It is different in London, perhaps, because of the property qualification of the vestries. But generally in London it happens that some one who is either a workman himself, or has been a workman, or is one that understands workmen's grievances, and assists them to enforce sanitary conditions, is put on. But all I can say is that, without you get a member of a local body who possesses sufficient force of character to induce his fellow members to act, no action is taken.

24,634. Evidently from what you say your experience has led you to say that even calling public attention to offences of that kind has a good effect?—Exactly.

Mr. *Austin.*

24,635. You said that a notice was hung up in the workshops containing a reference to the Factory Act, but that you could not read it?—That has been my experience.

24,636. You are aware that under the present Factory Act it is stated that the notice must be placed within the reach of the workers, so that they can read it?—I know that is so.

24,637. Has the attention of the factory inspector ever been directed to it?—Our grievance is that when he comes round to the workshop we do not know who he is when he does come.

24,638. Does he ever speak to the workmen?—Not within my knowledge.

The witness withdrew.

Adjourned to Tuesday, July 26th, 1892, at 11 o'clock.

FORTY-SECOND DAY.

Commission Room, Westminster Hall, Tuesday, 26th July 1892.

PRESENT:

MR. DAVID DALE (CHAIRMAN).

ERALD BALFOUR, M.P.
BURT, M.P.
. ABRAHAM, M.P.
ILLIAM T. LEWIS.
. HEWLETT.

Sir EDWARD HARLAND, Bart., M.P.
Mr. E. TROW.
Mr. G. LIVESEY and Mr. J. MAWDSLEY (Group C.) also attended.

Mr. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

The Honourable W. W. VIVIAN called and examined.

Mr. *Dale.*

39. You are the director and general er of the Dinorwic Slate Quarries?—I am.
40. You desire to offer evidence with especial reference to some of the evidence as been already given with regard to the wic Slate Quarries by previous witnesses? I do.
41. The most convenient course would be u to name the number of the question vish to controvert or comment on; will kindly proceed to do so?—I will. As l manager and director of the Dinorwic ies at Llanberis, the property of G. W. Assheton Smith, Esq., now employing 2,550 persons, seeing what is to my ng a grave danger of those sitting on the Commission on Labour forming erroneous ssions, owing to the very many misleading ents made by certain witnesses when their evidence, and especially evidence concerning these quarries, I have con- l it requisite to ask that I be allowed to r before this Commission in order to refute n of these more important but incorrect ents, and thus attempt to eradicate the r of the Commission forming erroneous sions, and I wish it to be understood that vidence will only be in connexion with inorwic Quarries. I will commence with n evidence given before Group A. on the day, December 8th, 1891, when Mr. William Williams was called and examined.* First, e question 6891, which is by Mr. Dale: e you any apprentice system?—(*A.*) No." s reply, so far as concerns the Dinorwic ies, though I have no legal apprenticeship, V. J. Williams gives an incorrect inference, uch as my orders to the responsible

Mr. *Dale*—continued.

officials when I take new boys on are as follows: "New boy or boys when taken on are "to be at once told off as far as practicable to "work under father, brother, or other relative "employed (provided said person be a com- "petent workman and of good character). "Failing lad or lads having relations employed "the official of department to which lad has "been told off is to see that he is placed under "a competent person, and is to especially watch "progress of lad. Lad is not to make sizes "above 16 × 10 for the first 18 months after "his admission. After said period lad or lads "may make 20 × 10 if considered competent, "and may be allowed a small poundage. "Towards end of two years, except in special "cases, the overlooker of department may "recommend lad for journeyman's place." Then I go to question 6892. "About how many un- "skilled labourers are employed?—(*A.*) About "one-fourth, I should think, or more." I wish to say the term "unskilled labour" at Dinorwic Quarries I class as "day-men," who number 110. Then question 6894, "On what system are "wages regulated; is it bargain work?—(*A.*) It "is bargain work; contracts, as a rule. They "have a standard at which they aim when "letting, to make so much a day." Mr. Williams, in the last part of his reply to this question, said, "They have a standard at "which they aim when letting, to make so "much a day." This statement, so far as it concerns the Dinorwic Quarries, is liable to give a wrong impression. My instructions to the bargain-letter as to letting are that he lets the bargain upon the principle of a fair day's work obtaining a fair day's pay, but I have to give requisite consideration to the state of the slate

* See Vol. I., Minutes of Evidence, Group A.

Mr. *Dale*—continued.

market. This statement of mine also affects Mr. Williams' reply to question 6897, which is, "Perhaps you will give verbally the official "answer that your Association has given to "the question of wages, their amount and "fluctuations." In the latter part of his reply Mr. Williams says, "They say the average at "which they aim when letting is between 3*s*. "and 5*s*. a day." Then question 6900, "Is there anything paid on account?" and the reply is, "Very few." Seeing this, I think it advisable to state that at the Dinorwic Quarries any man making application for any "advance on account," the resident manager has my authority to grant any reasonable advance, provided case and person are deserving of same. Then question 6902, "What are the hours of labour? "—(*A.*) They vary summer and winter. Of "course they cannot work in the quarries "except when it is daylight. The average in "the summer is about 8½ hours and nine hours, "excluding the time they have for meals. In "the winter the average is about seven hours." Here I think it advisable to state that at the Dinorwic Quarries the working hours per day, inclusive of 8 minutes in each hour allowed for blasting, but exclusive of meal hours, average 8 hours 13 minutes for 13* months, or during winter 7 hours 6 minutes, and during summer 8 hours 45 minutes. Excluding blasting time the hours would be per day 7 hours 30 minutes, or exclusive of blasting time and holidays (subject to annual change) working hours are per day 7 hours 8 minutes for the year. Then going to question 6904, "Have you any houses or other privileges free?—(*A.*) None." Seeing this I wish to say at the Dinorwic Quarries I have barrack accommodation gratis for about 420, and the tenants of the Vaynol estate number about 710, who are employed at the quarries, and to become possessed of a quarry tenement is considered a great privilege. Question 6905, "Have you to travel any considerable "distance between your houses and places "of work?—(*A.*) Some do. Some of them "have some miles to travel. Some go by "railway and by other means." Seeing this I wish to point out that those employed at the Dinorwic Quarries are permitted to travel on the railway gratis, by train or velocipede, subject to certain most reasonable conditions, and there is sufficient land close to the quarries to afford accommodation to all employed, but many live in houses of their own or holdings. Then in questions 6918–26, Mr. Dale, I think, refers to the lock-out at the Dinorwic Quarries (which I refer to afterwards) of October 31st, 1885, and which ended March 1st, 1886, thus extending over a period of four months. Shall I read those questions all through; they all refer to the Dinorwic Quarries lock-out?

24,642. Just give us some comment on them?—Seeing what are the replies Mr. Williams has chosen to give to these questions, and as said replies are absolutely at variance with the real facts and causes bearing upon this lock-out, I feel called upon to ask for some little time in order that I may give you some of the main facts in connexion with this affair. Told as concisely as possible, the history bearing upon the troubles and eventually the lock-out at the Dinorwic Quarries is this. About 1881, during the *régime* of Colonel Wyatt, after a business training, and having had close touch with a large body of work people extending over some years, I came down to the Dinorwic Quarries, and for about three years devoted myself, I may say almost absolutely, to studying the slate vein and general working of the Dinorwic Quarries; during these three years I spent at the quarries I quickly saw that a vast number of most serious evils were in existence, all of which I considered most detrimental to the employer, and unjustly beneficial to the employee, especially so if of an idle disposition. I naturally made my notes, and decided that in due course such a state of affairs must be remedied, if the quarries were to exist as a business going concern. Towards the end of the third year I mentioned some of these existing evils to my chief, and suggested the advisability of his remedying the same. My chief, seeing the advisability of these suggested alterations, assented, and some alterations were made; these alterations the persons employed assigned as being my work, and quite rightly. I at once became, to some extent, disliked by them, and from this date they began to look upon me as one whom they considered unsatisfactory to be connected with the Dinorwic Quarries, inasmuch as they naturally foresaw a possibility in the future, should I succeed my chief, of the sweeping away of many more, if not all, of these existing and more important evils. In April 1884 my chief died, and my employer offered me his place. Before accepting the same I pointed out to him that the quarries, if in future to be conducted in a business-like manner, required a thorough and general reform. It was then decided I was at once to set about re-organising the quarries, that in future they were to be conducted upon a more business-like basis, and those employed should obtain for a fair day's work a fair day's pay. As a first step to obtain this outcome, I gave certain instructions to my resident manager and other officials which had the effect of making those employed realise that with the new *régime* considerably less laxity would exist, and this at once created amongst many of those employed in the quarries and others, consternation, and I think I may justly add, the greatest dissatisfaction. This led to a dead set against me, and to the holding of meetings at which I was the chief object of abuse, and so feelings against the new general manager quickly began to run very high, and I became the recipient of many threatening letters. I, however, proceeded with my work of re-organisation, being most careful to avoid, so far as practicable, any unnecessary friction, but on October 12th, 1885, a climax was reached by the men persisting in holding a second mass

* In a letter (dated January 23rd, 1893) to the Secretary, the Witness states: "My quarry year is made up of 13 lunar months, hence term of 13 months means January 1st to December 31st."—G. D.

Mr. *Dale*—continued.

meeting inside the quarries, and during working hours, after having been distinctly told, through a deputation, that any holdings of mass meetings inside the quarries or during working hours would lead to most serious consequences.

24,643. In what year was that?—October 12th, 1885.

24,644. Did the strike begin on October 1st?—The lock-out began on the afternoon of October 31st 1885, and it ended on March 1st, 1886, thus extending over a period of four months. This glaring contempt of all authority, and wilful disobedience to clear and definite orders, I at once saw could be dealt with but in one way, if any future discipline was to be maintained, and the quarries worked in a satisfactory manner, namely, to lock the men out, and on October 22nd I posted notices to all men and boys employed therein, stating that after Saturday, October 31st, their services would no longer be required. After this I set to re-organising the working of the quarries, my staff, and men, the framing of new and requisite rules and regulations, and through working night and day I was able on December 9th to post notices offering work at the quarries. These were at once torn down, and owing to intimidation, not an application was made, even by those who had expressed a willingness to work, but I was mobbed and threatened. I repeated these notices offering work each month till March 1886, when the men and boys (please especially note) applied for work under identically the same terms in all respects as offered them on December 9th, hence having given themselves ten weeks unnecessary holidays. I must now, I fear, ask you to allow me to go back to the mass meeting held on the afternoon of October 12th, when some seemingly strongish resolutions were passed amongst them, one being to the effect that the men had no longer any confidence in the chief managers of the quarries, viz., the Hon. W. W. Vivian, and Mr. J. Davies. As a reply before your Commission I will only say the men could not and did not give one single instance of incompetency on the part of the management, neither could they name a single accident of any sort or description no matter of how small a nature that was attributable to the incapacity of myself or the late Mr. Davies, who, prior to my arrival on the scenes, and during a period of about 40 years close connexion (about 12 of which he was resident manager) with the quarries had been most popular. Seeing this I say most emphatically, that it was not the alleged incapacity that made the men employed, and others, desirous to be rid of me, but it was that with my *régime*—the management—had been found too practical to suit their convenience, and I assert that this outcry against the management arose, not from of its incapacity, but because the men were no longer able to carry on and work in the same loose and irregular manner as of old. The late Mr. Davies became unpopular through having to carry out my instructions, and here I think I

Mr. *Dale*—continued.

may end my remarks on the Dinorwic Quarry lock-out, but before so doing I think it well to state that I consider the men were worked up to their behaviour by agitators and outsiders. Then I go to question 6,927, which is, "Without any of the assurances that they "desired?—(*A.*) They did not get the change of "managers, but they got an assurance of doing "away with favouritism." Again does this assertion of Mr. Williams give a most false impression from the beginning to the end of the troubles I have just referred to, time after time both in speaking and writing had I denied that favouritism had been shown, and challenged them to prove one single case during my *régime*. Then question 6950 is, "I rather "invite you to state what it is that induces "you to take that view?—(*A.*) The failure "of getting to meet the masters when any "trivial questions arise as they do very "often between the men and the masters on "the management. We think it is the general "wish and opinion of the quarrymen of North "Wales if we have such a Board that we should "prevent any such misunderstanding and come "to an amicable settlement of a great many "disputes that may be serious to both em-"ployers and employed." Seeing this reply of Mr. Williams I think it well to state that so far as regards the Dinorwic Quarries any employed therein (*vide* rules XIV. and XV.) can see me if wishful. The said rules read thus: "Rule "XIV.—Any person considering himself unfairly "dealt with by any official is to report his griev-"ance as soon as practicable to the manager who "will enquire fully into the case and report the "same to the head agent." "Rule XV.—Any "classes of persons in any department con-"sidering themselves aggrieved are at liberty to "form a deputation to wait on the head agent, "but it must be most distinctly understood "that such deputation shall consist only of "persons picked from the particular class and "department considering themselves aggrieved." Then I go to question 6959, which is, "Have "you anything to say about the conditions of "labour as regards safety, healthiness, and "so on?—(*A.*) Yes, the work of slate quarry-"ing is more dangerous than the work of "sett quarrymen and lime-rock quarrymen. "Of course the rocks are more loose and more "likely to fall without any notice whatever. The "workmen who are inside working are working "in dampness and getting wet, and very often are "obliged to remain in their wet clothes during "the whole day. The work of a slate quarry-"man, too, is colder than the work of a man in "the open country. The fact of slates getting "colder in winter and hotter in summer affects "them also. Then those who are working "inside in the sheds in some quarries inhale the "dust that is coming from the manufacture of "slates, which is considered rather unhealthy, "so that it is said—I cannot prove it—that the "average ages of quarrymen are lower than "the average ages of other working men."

Mr. *Dale*—continued.

Here again in his reply Mr. Williams gives some wrong impressions so far as concerns the Dinorwic Quarries. I say the work of slate quarrymen employed therein is in no way more dangerous than the work of sett or lime-rock quarrymen. I go further, and I assert that their work is less dangerous than the work of many sett or lime-rock quarrymen. Mr. Williams' remarks as to the coldness I will pass as nonsense, and upon the question of health remark that personally I doubt the possibility of there being a more healthy life obtainable than the life of a quarryman employed at the Dinorwic Quarries, and in this statement my hospital doctor fully concurs. Then question 6960, "You "mean that if you were to take the average "age of all the men employed in these "quarries at any given time it would be "found to be about 30?—(*A.*) That is what "they say." As Mr. Williams states that the average age is about 30, I will proceed to give certain returns as to the ages of those working at the Dinorwic Quarries. I do not include those under 20 years of age. These returns were taken in as accurate a form as it is possible to make such returns. Of men from 20 to 40 years of age I have about 1,100 working at the Dinorwic Quarries; of men from 40 to 55 years of age I have about 526 working at the Dinorwic Quarries; of men from 55 to 60 years of age, working at the Dinorwic Quarries, I have about 170; of men from 60 to 70 years of age I have about 174 working at the Dinorwic Quarries; of men over 70 years of age I have about 43 working at the Dinorwic Quarries. This gives a total of 2,013 men over 20 years of age; of persons employed at the Dinorwic Quarries, from 10 to 20 years, I have about 764; of persons employed at the Dinorwic Quarries, from 20 to 30 years, I have about 490; of persons employed at the Dinorwic Quarries, from 30 to 40 years, I have about 273; of persons employed at the Dinorwic Quarries, from 40 to 50 years, I have about 171; of persons employed at the Dinorwic Quarries, over 50 years, I have about 89; making a total employed at the quarries, over 10 years, of 1,787. On the Dinorwic Quarry pension list I have 10 men over 85; 23 men over 80; 19 men over 75; 15 men over 70; 12 men over 65; and 7 men under 65, making a total between 65 and 85 years of age of 86 on the pension list, each of whom has worked about 52 years in the quarry. These figures, I assert, placed before any person of unbiassed mind, clearly prove that the quarryman's life at the Dinorwic Quarries is neither unhealthy nor dangerous. Further, out of the many returns I have perused from time to time I am unaware of any industry in the whole world where more satisfactory results can be shown than the above, remembering the number of persons employed.

Mr. *Dale.*

24,645. Have you averaged the age?—No, I have not. Do you mean amalgamated the lot, and then divided it.

24,646. Yes?—No. I have not.

Sir *E. Harland.*

24,647. As against the 30?—Yes, as against the 30. Question 6961 is, "And that is not "because they have made their fortunes and "gone off to some other business, is it?—"(*A.*) No, it is not very often they manage "to do that." Seeing Mr. Williams' reply to this question I consider it advisable to say that so far as concerns the Dinorwic Quarries I am happy to say that I have had and have some hundreds of men who, starting young in these quarries, have now hundreds of pounds invested in various investments. Then question 6962 is: "What do you desire to say as to super-"vision?—(*A.*) The slate quarries have no "Government supervision of their own, but "quarries that are worked under cover in "Merionethshire are under the supervision of "the inspector of mines, and those that are in "the sheds are under the Factory Acts; but "there is no proper supervision over an open "quarry anywhere that I am aware off." Then question 6964: "But where they are quarry-"ing in the open there is no supervision? "—(*A.*) There is no supervision." Here again, so far as concerns the Dinorwic Quarries, Mr. Williams in a portion of his replies gives a wrong inference on the question of supervision at the Dinorwic Quarries. I am most strict with my staff. I insist on minute supervision to the smallest detail in each of the various departments, and without hesitation do I say it is impossible for any improvement to be made in the matter of supervision at the Dinorwic Quarries.

Mr. *Abraham.*

Allow me again to call attention to the fact that Mr. Williams' evidence is strictly upon Government supervision.

Mr. *Dale.*

24,648. Yes, it is the supervision of H.M. Inspector entirely, and I was going to direct attention to that. Do you not think it is so?—I do not think so. To question 6962 the answer is "The slate quarries have no Government super-"vision of their own, but quarries that are "worked under cover in Merionethshire are "under the supervision of the inspector of "Mines, and those that are in the sheds are "under the Factory Acts, but there is no proper "supervision over an open quarry anywhere "that I am aware of." I read this as meaning that there was no proper supervision over any open quarry that he was aware of.

24,649. I do not think that was the intention of the question.

Mr. *Burt.*

It seems to me rather bearing on the question of Government inspection.

Mr. *Dale*—continued.

" be an advance in wages. The proprietors can " agree fairly well on the price list, but they ruin " the trade in the discounts allowed, so that it is " almost impossible to know the actual net prices " they get for the slates. (*Q.*) Do I understand " you to mean that you think that the quarry " owners of Wales do not understand the " manner in which they could get the best " price for their commodity?—(*A.*) They cannot " meet together to come to an understanding " They are underselling each other, that is what " we maintain." Question 6999 is, " Is there any " other matter you wish to submit to us?—(*A.*) " We have a complaint as to some special rules " in some of our quarries, and the men complain " that they are over stringent, and that the " punishment is unreasonable when they violate " the rule." I wish to say that I am informed that the rules referred to here by Mr. Williams relate to the Dinorwic Quarry general rules and regulations framed by me. I will therefore produce the rules and regulations, and wish to analyse each and every rule in order to show that here again Mr. Williams, if referring to the Dinorwic Quarry rules, is incorrect in saying that the same are over stringent, or that the punishment is unreasonable. I wish to state that prior to my issuing these rules I had all my head officials before me instructing them on no account to be harsh in the carrying out of punishment in connexion with the violating of any of said general rules, and so far as practicable I gave them instances of how to deal with various cases, and I cautioned them to be most careful and use great judgment.

Mr. *Dale.*

24,651. I doubt whether we can afford the time to read every rule and analyse it as you desire?—Of course these rules have been discussed very much.

24,652. You can put the rules in if you like, and you can be prepared to answer questions on the rules?—Afterwards?

24,653. Yes, afterwards?—Very well, I shall be content with that. These are the various rules regarding the prevention of accidents, and the hospital rules, and the rules as to working hours. (*A copy of the " Rules and Regulations " for all persons employed at the Dinorwic " Quarries," and a copy of some " Rules for the Government of Dinorwic Quarry Hospital," and " Rules for the in-patients of the Dinorwic " Quarry Hospital" were then handed in.*)

24,653*a*. You invite the Commission to judge of these rules for themselves when they have had the opportunity of reading them?—I should like to explain to the Commission why certain of the rules are made, and I will read them. Rule I. is—" Every person must be at his place " of work when the first steam-whistle blows " in the morning, and must not leave his work " (except at meal times) till the last steam-whistle " blows at night unless he has received a " 'caniatad" from his overlooker." A " caniatad " is a permit. My reason for introducing this rule was, that I was forced to adopt this rule since the men kept disgraceful

Mr. *Dale*—continued.

time, leaving and coming to their work at all times during the day just as it suited them, and this I found it was requisite to stop.

Sir *E. Harland.*

24,654. That is a very usual rule?—There is nothing at all extreme in any rule I say. I will attach this written explanation of why each rule was brought in. They complain that the rules are over stringent and that the punishment is unreasonable when they violate the rules. Then question 7000 is, " What do you desire " to state upon that subject?—(*A.*) As I " said before, the men who are working are " paid monthly, and they require to get a " month's notice as a rule, but we have " instances of men being dismissed without any " notice when violating some of these rules " that we consider are of no benefit either to " the employer or employed." Here again Mr. Williams gives a wrong inference if referring to the Dinorwic Quarries, as, since the re-organising of these quarries I have, I am glad to say, only had to dismiss, I think, six persons, four of whom were discharged for dishonesty, and two for disobedience after being cautioned time after time by my local manager, other officials, and myself, but as to the dismissal of these two men I will again refer after stating that the dismissal of the said six was, I consider, most beneficial to the employer, and, as a warning, was beneficial to employee. Then question 7005 is: " Do you desire to give us " any illustration of the harshness of these " rules?—(*A.*) There is a case that oc- " curred twelve months ago it may be, where " certain men that were loaders in the quarry " were required by the agent to get particular " slates down the inclines, from what they call " the galleries. They could not do it, and " nobody else could do it, and consequently " since they could not do it and they said they " could not do it they were instantly dismissed." Here Mr. Williams, if referring to the Dinorwic Quarries, makes a statement which I consider, taken as a whole is absolutely untrue, as the two foremen loaders were dismissed after being cautioned many times by my overlookers, many times by my bargain-letter, about four times by my resident manager, and after appearing before me three times (and these cautions extended over a period of about 12 to 16 months) after which I dismissed them and assigned two other men to their posts, who at once carried out to my entire satisfaction in all ways the work I had discharged these two men for not performing. Then question 7006: " " thought you rather desired to bring under " our notice some of the rules that generally " prevailed, and which you thought were " harsh?—(*A.*) There are rules for blasting " out of time. If they do that they all admit " that there ought to be some punishment " inflicted, but the punishment inflicted is " very often out of all proportion to the injury " done. Then if a man is late, perhaps " an hour in the morning, he is stopped " for a week, sometimes a month. What the

Sir *E. Harland*—continued.

" men say is that if the men were stopped for " half a day or a whole day the punishment " would be more reasonable than the punishment " that is inflicted." Here again, if referring to the Dinorwic Quarry Mr. Williams gives an absolutely wrong inference. I deny *in toto* that I am in any way harsh, and not a case can be proven; but I do say that with such a large body of men as are employed at the Dinorwic Quarries it is requisite to maintain certain discipline for the orderly and systematic carrying out of the work, and that requisite discipline I intend to maintain so long as I am in Mr. Assheton Smith's employ, since I consider for the safety of men and master such is necessary. I wish to state that it is through disregarding my blasting rules that a great portion of the accidents occur, and although caused through their own carelessness or disregard to rules, yet they look to their employer to place them in some light position for the rest of their lives. In dealing with these cases of wilful disobedience and disregard I do not look at the injury done so much as to the injury that might be done, remembering the number of lives that are placed in jeopardy from such careless actions. Then questions 7007–9 I next refer to: "That you would give " as an illustration of the hardship of certain " rules which has created a feeling of uneasiness? " —(*A.*) Yes. (*Q.*) Is it a very exceptional " thing or a very common thing if a man is " late 10 minutes or half an hour to suspend " him from the work for a week or a month?— " (*A.*) It is not very general, it is rather excep- " tional. (*Q.*) Have you known it to occur " several times or only once?—(*A.*) It has " occurred in the same quarry, I believe, more " than once." My reply to question 7006 also refers to questions 7007–9.

Mr. *Dale.*

24,655. Then as to what is said about their being stopped for a week or sometimes a month, have you any reply to that?—I refer to that generally. I say that I deny *in toto* that I am in any way harsh, and not a case can be proven; but I do say that with such a large body of men as are employed at the Dinorwic Quarries, it is necessary to maintain certain discipline for the orderly and systematic carrying out of the work.

24,656. You do not say whether that is so or not?—Whether what is so?

24,657. That if a man is late in the morning he is stopped for a week, and sometimes for a month?—I touch upon that later on. Now I go to questions 7012–6. Mr. Gerald Balfour asks: "Should you say that the relations between " employers and employed were, on the whole, " good in your industry?—(*A.*) We have no " disputes just now, but we cannot meet " together to settle anything amicably. They " will not meet us; that is the worst of it. " (*Q.*) What you desire to see is an organisation " of employers that would meet and discuss " matters with your organisation?—(*A.*) Yes,

Mr. *Dale*—continued.

" and that we should have opportunity to " consider questions that might arise between " the employers and employed. (*Q.*) And you " have several times endeavoured to bring that " about?—(*A.*) Yes. (*Q.*) Without success?— " (*A.*) Without success. (*Q.*) What steps have " you taken?—(*A.*) We have written to them " resolutions, a copy of which I have here." To these I have, I consider, replied sufficiently when referring to question 6986. Then question 7018. "Do you know what the source of " the difficulty is?—(*A.*) The belief is, seeing " the list, that the large quarries are working " in their own way, and they can work " better than the smaller owners, because they " are their own landlords. They have better " advantage to work, because the quarries are " on the sides of the mountains; there are no " rents to pay, and they have better facilities " for bringing their produce to the market, so " that there is that difficulty. Some believe " that they want to get control of the whole of " the slate trade." In the last part of his reply here, I consider Mr. Williams shows his absolute ignorance on the subject he speaks about, as every year the two largest quarries, Dinorwic and Penrhyn, lose a very large number of orders, owing to many of the smaller quarries under-quoting us, and by so doing they undersell us. *Vide* sample letters,* and as a further proof, I think it well to read a portion of a merchant's letter I have here. (The merchant does a large business.) It reads thus. It is dated April 16th, 1891. "The Hon W. W. Vivian. Dear Sir,— " The discounts which we have received off " Carnarvon price list upon the average are " as follows:"—I am not prepared to give the exact years—"15 per cent. and 2½ per cent., " 16 per cent. and 2½ per cent., 10 per cent. and " 2½ per cent., 14 per cent. and 2½ per cent." I now pass to question 7086. "Now with " respect to quarrying in general is there " anything more than ordinary labourer's work " about it?" Then it goes on to questions " 7087–92. Mr. Williams in his replies to these various questions, infers, to my thinking, that for a person to become a quarryman very great skill is required. In this I in no ways agree. I consider the person employed in any branch of labour requires certain skill for the branch the person is employed in, but in no ways do I consider my first class quarrymen (and I have at least three classes) is a man in any single way of more than ordinary skill, and his skill is not to be compared with the skill requisite to become an artisan. I have employed at the Dinorwic Quarries men of much greater skill than the quarrymen proper. Here I wish to say that I am unaware of any class of work-people employed in the United Kingdom whose standard of skill is but equal to that of quarry-men, and whose work is as healthy, who are in receipt of such a high rate of wages as is paid the quarrymen working at Dinorwic Quarries. In addition to this, I consider this rate of wage is obtainable without severe labour. Then I go to questions 7093–8. Sir William Lewis asks: "Now

* See foot-note to question 24,650.

Mr. *Dale*—continued.

" with respect to the management of quarries; " what class of men as a rule manage quarries?— " (*A.*) The practical men, as a rule; but the head " managers are men that do not understand it " at all in most of the quarries. (*Q.*) But the " men who are in contact with the quarrymen " are practical men, who have been promoted " from time to time after considerable experience " in the quarries?—(*A.*) Generally they are, but " those that are above them do not understand " the language of the quarrymen, and they can- " not give orders except through a medium; and " then the men do not know exactly what " passes when they have the agent as a medium " to communicate between them and the head " manager. (*Q.*) Then, is your complaint more " against the particular men of your own " class who have been promoted after they " have had experience of your work, or is it " against men who are superior to the practical " managers?—(*A.*) Those who are superior. " (*Q.*) Is it not the fact that it is the " practical managers who arrange the operations " carried on from day to day at the quarries? " —(*A.*) They do that, but the general control " of the quarry is in the hands of the head " manager, and we have instances of head " managers coming there with a capital, and " then they spend that improperly, and spend it " in machinery and other things, instead of in " proper development. (*Q.*) But is not the " expenditure controlled by the practical mana- " gers, who you say have been promoted from " the ranks of the working men?—(*A.*) I cannot " say; a practical man would not do it as some " do it; I say that; I would not do it." As a reply to this I will content myself by giving you a list of my head officials, together with the number of years' service in the quarries. There is the local manager and engineer, W. H. Brinckman, 34 years of age, who has been four years working in the quarry; then there is the bargain letter, O. D. Jones, 52 years of age, who has worked 38 years in the quarry; overlooker T. H. Jones, 54 years of age, who has worked 41 years in the quarry; overlooker R. C. Jones, 40 years of age, who has worked 26 years in the quarry; overlooker R. Davies, 50 years of age, who has worked 40 years in the quarry; overlooker E. Foulkes, 42 years of age, who has worked 27 years in the quarry; overlooker Ellis E. Evans, 69 years of age, who has worked 62 years in the quarry; overlooker Ellis Evans, 70 years of age, who has worked 61 years in the quarry; overlooker Thomas Evans, 65 years of age, who has worked 37 years in the quarry. Then I go to questions 7137–9. Sir William Lewis asks: " Do you not " think that the owners and managers have " sufficient inducement to do the best with their " produce without, as you suggest, throwing " it away and granting more and more per- " centages to get rid of it?—(*A.*) They are " in a competition, and in that competition they " have no kind of exchange of ideas on prices " amongst themselves, as far as I understand.

Mr. *Dale*—continued.

" The owners of small quarries have been " saying to me personally that if they could get " a better understanding they might advance " from 15 to 20 per cent. on them, and on that " supposition I worked my calculations which I " gave yesterday, and said that it is a loss to " the two counties of 150,000*l.*, and I was going " further, allowing half of that to the quarry " proprietors, and taking the other half for " the men, when I said they were taking " 2*s.* 6*d.* per week for each workman in " all the slate quarries in North Wales. " (*Q.*) You think, then, that notwithstanding " the very large expenditure which has been " incurred at various quarries, and the low " prices they are now selling at, they are utterly " indifferent, and that they therefore do not " adopt what you say they ought to adopt with " a view of increasing the returns upon the capital " they have expended?—(*A.*) They are not indif- " ferent. (*Q.*) Who?—(*A.*) The small owners are " not indifferent; they are very anxious to do " what I suggested if they could get the large " owners to join them." Then question 7144: " Do you say there are 150,000*l.* a year lost to " North Wales by reason of the owners not " doing their best to obtain better prices in the " slate market?—(*A.*) Yes, by not having " a better understanding in order to get " the better prices. I do say that." Then questions 7146–7. " That is what you say?— " (*A.*) No, what the managers say to me. I " am not saying my own opinions upon that. " I have been making inquiries. (*Q.*) In that " case it comes back to this, that the managers " say that they keep down the prices, while they " could obtain better prices, and do you suggest " that that is done in order to keep down the " wages?—(*A.*) No; it is done in order, I believe, " to close the small quarries." To these answers I have, I consider, remembering Mr. Young's evidence, fully replied in the latter part of my remarks on questions 6986 and 7018. Mr. Mawdsley put questions 7150–1, 7160–8, and Mr. Dale 7174. To these I consider I have sufficiently replied in my past remarks on questions 6959 and 6960. Mr. David Griffith Williams is the next witness called, and his evidence is interpreted by Sir William Lewis. Here I wish to say that all the statements I have made in connexion with certain evidence given by Mr. W. J. Williams equally refer to Mr. David Griffith Williams, since in his evidence he asserted that he had agreed upon all matters with Mr. W. J. Williams. He says that he is the President of the Association of which Mr. W. J. Williams is the secretary, and that they have agreed upon all matters previous to filling up the answers to these questions. I now come to the evidence given by Mr. Darbishire on the 19th January 1892.* Mr. Abraham is examining at question 9208. " It is in open quarries, if I " understand you rightly, that there is the " greatest danger?—(*A.*) Yes, certainly." I cannot allow Mr. Darbishire's reply to this question to pass unchallenged. I assert that open quarries, if properly worked, are less

* See Vol. II., Minutes of Evidence, Group A.

Mr. *Dale*—continued.

gerous to those employed than to those king in closed quarries.

4,658. Mr. Darbishire is a quarry owner and aging director?—Yes, I believe he works a ry. I do not know whether he is a aging owner or not. As to question 9208 sh to say that the Dinorwic Quarries are unk and the produce and rubbish worked n chains or wire ropes as in Mr. Darbishire's ict, but they are worked in galleries each hich on an average is about 25 yards in t and say about 20 yards wide, and the and rubbish worked off on trucks placed ram lines, said trucks are then drawn by nes or men as the case may be. Then tion 9213, "Now as a practical man does it t occasionally happen where the best of anagement is not employed that here and ere portions of those quarries are not evenly veloped and there is a good deal of ound hanging here and there?—(*A.*) es." I say that at the Dinorwic Quarries I ot allow overhanging ground or heavy top. strict orders are that the top parts of ries are to be kept well in advance of the r part. Then question 9231 is, "Is there y system of inspection in these quarries evious to the men entering on their work the morning?" I take it this does not r to Government inspection.

4,659. We can gather that from the con- ?—The answer is "Yes, the timekeeper goes und before they begin and watches them go to eir work and when they come to their work ey look at it themselves and immediately port." That shows it does not refer to Govern- t inspection. At the Dinorwic Quarries my em of inspection is that the responsible ial of each department inspects the whole of department most minutely each day, and in tion to this, *vide* Rule VII., in operation ch reads thus: "Should any portion of a rgain or fall, &c. at any time show symptoms danger the attention of the overlooker or her official must be at once drawn to the atter." I wish to state that Dinorwic men ot come to work prior to daylight, and they e off prior to dusk. Then question 9282 sked by Mr. Abraham, "Is not the quarry- wner or manager or his overman com- elled to attend these inquests?—(*A.*) I am rry to say they are not." Seeing this wer I wish to say that at any inquest nected with Dinorwic Quarries my instruc- s are that the head official (and other officials, quisite) of the department where the fatality occurred is to be in attendance ready to alled should the coroner so require. We now to question 9347 "What is the cause

Mr. *Dale*—continued.

"of the majority of the accidents in quarries? "—(*A.*) Certainly in my quarry it is stones "falling from the top, a distance of 120 "yards." Seeing this statement I think it well to repeat that the average height of each of the galleries in the Dinorwic Quarries is about 25 yards. Then question 9351: "There is just one more question. I should like "you to describe to us how the mineral or the "slate is taken out of these quarries which are "worked in the open in that district." Mr. Darbishire then explains how it is done. I wish to state that at the Dinorwic Quarries the slate block is loaded on to trucks placed on the tram line alongside or near to the bargains, and this truck when loaded is then pushed along the said line to the dressing sheds where it is unloaded. Then at question 9361, the evidence of Mr. Nathaniel Francis Robarts commences. In Mr. N. F. Robarts' evidence there are portions with which I do not concur, but, as I consider my previous statements touch upon those portions of his evidence with which I do not agree, I will pass on to the evidence so far as affects the Dinorwic Quarries given by Mr. W. J. Parry, question 9571. The question is asked by Mr. Dale: "Does that continue?—(*A.*) It does."

24,660. What does that mean? It was a certain agreement, was it not?—It was with reference to the Employers' Liability Act, as regards the men contracting themselves out of it. Mr. Parry says the men are now contracted out of the Employers' Liability Act.

24,661. The question is, "Did the Dinorwic "workmen ultimately for peace' sake in February "1881 agree to contract out of the Act?—(*A.*) "They did, and they signed the agreement "of the 1st of March 1881. (*Q.*) Does that "continue?—(*A.*) It does." ?—That is the reply given by Mr. Parry. This, the first reply of Mr. Parry's that I touch upon, I am sorry to have to stigmatise as a deliberate falsehood,* as those employed at the Dinorwic Quarries are not contracted out of the Act, but are welcome to act as they wish in this matter.

24,662. What is this agreement? Do you mean that this agreement did not exist?—Mr. Parry asserts there is an agreement, and that the men have contracted themselves out of the Employers' Liability Act, and I now assert there is no such agreement in existence.

24,663. But what do you say to this agreement set out here?—I have not read it lately, and I am not speaking about that portion of it. That has nothing to do with it. It says, "Whereas the owner has erected a hospital for the use of workmen." The question asked Mr. Parry is, "Does that continue?", that is, does

Mr. W. J. Parry denies this imputation of falsehood, and in a letter to the Chairman (dated February 8th, 1893) supports his d with the statements that at the time of giving his evidence on the 19th January 1892 he believed that the Agreement, March 1st, 1881, to which Mr. Assheton Smith and the men were parties, and under which the men contracted themselves f the Employers' Liability Act (*see questions* 9746, 9566, Vol. II., A.), was still binding on the men, and that he has letters the men themselves saying that they also at that time (viz., January 1892, *see* Mr. Parry's evidence, Vol. II., A.) dered that they were still contracted out of the Act. Mr. Parry further cites the fact that the Agreement (*see question* 9580) hich the men returned to work (March 1st, 1886) after the lock-out which commenced October 31st, 1885, and the new issued by Mr. Vivian (*see question* 24,697), contained no reference to the conditions of the 1881 Agreement, which therefore continued (*see questions* 9570–1, 9582, 9744–6), and he adds that since 1881 no notice releasing the men from the terms of Agreement then made has been given by Mr. Assheton Smith.—G. D.

Mr. *Dale*—continued.

the agreement to contract out of the Act continue, and the answer Mr. Parry gives is that it does.

24,664. But I want you to say whether you hold that this agreement does not bear that construction, or whether you say there was never such an agreement, or whether you say that, although there was once such an agreement, it is no longer operative?—There was once, I believe, before my time, such an agreement, but since the re-organisation of the Dinorwic Quarries there has never been such an agreement, and the men are not contracted out of the Employers' Liability Act.

24,665. In other words, this agreement of the 1st of March 1881 is no longer operative. Is that what you say?—Mr. Parry says here that the men are at present time contracted, so I read it, out of the Employers' Liability Act. Is not that the way you read it? He is asked if it still continues, and he says it does.

24,666. Yes, and I want you to say whether you take exception to the statement that this agreement is now in force, or whether you take exception to the construction put by the witness upon this agreement?—It is not in force at all. Mr. Parry makes one assertion and I make another. Mr. Parry says this agreement is in force, and I say there is no agreement and that it is not in force; that is what it comes to.

24,667. Is it within your knowledge that it was at one time in force?—The men did contract out of the Act some years ago, before my time, but I wish to state that I consider Mr. Parry ought to know that the men were no longer contracted out of the Act, from a reply-letter which I wrote to the papers some years ago, and this is why I stigmatised it as a deliberate falsehood.* *

24,668. It is rather a strong expression?—We know what the term deliberate means.

24,669. Did not you say you came in in 1880?—Yes; about 1880, I think it was.

24,670. This agreement was entered into on March 1st, 1881, apparently?—It was before my time that the agreement was in existence.

Mr. *Abraham.*

24,671. But you were there then?—No, I was not there.

24,672. Then you did not come there then?—I will not be certain as regards the date of the agreement, but about 1880, I think it was. It may have been 1881, but I am not quite certain when I went there.

24,673. Then, of course, this agreement, as you see, was entered into?—This agreement was made before my time. I had nothing to do with the agreement commencing "Whereas the "owner has erected a hospital for the use of "workmen . . . ."

24,674. You say you were not there when the agreement was entered into?—When this agreement was entered into I was not there.

24,675. You were not there?—I am just thinking when I went first to the Quarries. It

Mr. *Abraham*—continued.

strikes me now it was about October, 1881; yet I thought it was before that.

24,676. When a gentleman makes use of a strong expression like that about other people he ought to be careful that he is correct?—I am only thinking when did this discontinue.

24,677. When you said you were there about 1880, was that correct?—Yes, those were my words. This is what I said as regards the Employers' Liability Act:—"With regard to the "Employers' Liability Act the manifesto rakes "up old matters and attempts to make a "grievance."

24,678. What are you reading?—A reply to the manifesto issued by the men, as to which I use the term "deliberate falsehood."* Mr. Parry was connected with it, and my reply is: "With "regard to the Employers' Liability Act the "manifesto rakes up old matters and attempts "to make a grievance." As Colonel Wyatt was then in control, for the reason already given, I do not propose to discuss the question further than to point out that in the new rules no mention is made of this Act, and the men, had any been taken in on Monday, would have found that they were not asked to contract out of it. Such a step is unnecessary, inasmuch as no accidents have occurred during the time I have been in control of the quarries, except through carelessness on the part of the men themselves.

Mr. *Dale.*

24,679. You say now that the answer to question 9571 is incorrect?—That is exactly it.

24,680. And that the agreement which you do not doubt was entered into about March 1881 is no longer operative, is that what you say?—Yes, that is it.

24,681. Do you know how long it has ceased to be operative?—Since I re-organised, and I re-organised after October 31st, 1885. Then I go to questions 9573–6. I have, I consider, sufficiently touched upon these questions in certain of my previous evidence, *vide* 6918–26, and more especially 6927. Then Mr. Parry is asked at questions 9581–2: "Had the men been out "from the end of October till 1st March 1886? "—(*A.*) Yes, till the end of February; to the "1st of March, indeed. It cost the Union "10,207*l.* 5*s.* 4*d.* to support them, besides a large "sum collected of the general public, and a loss "in wages of upwards of 50,000*l.* (*Q.*) The "men, however, continued to be contracted out "of the Employers' Liability Act?—(*A.*) They "did." Here for the second time witness repeats those now employed are contracted out of the Act. Remembering what has passed I do not now quite know what term to apply to it. I wish you gentlemen kindly to remember this portion of letter which is in existence, and which I have read.

Sir *E. Harland.*

24,682. In other words, you hold that Mr. Parry was aware of what was the fact by the letter which you had then written?—I

* See foot-note to question 24,661.

Sir *E. Harland*—continued.

time he repeats what he stated in the answers to questions 9571 and 9582, that the workmen are contracted out of the Employers' Liability Act. Then I go to question 9774. The Duke of Devonshire asks: "Is there "any difference in the relation between "the workmen in the quarries of individuals and of companies?—(*A.*) In the "principal quarries they have got certain "things that the others have not. In Penrhyn, "for instance, Lord Penrhyn gives pensions to "the old people. He subscribes something like "200*l.* a year to a benefit club. He has "provided an hospital and does many other "things." Here Mr. Parry refers to the Penrhyn pensions and hospital, but for some reason he makes no reference to Dinorwic. I therefore think, in justice to my employer, I should say he gives quarry pensions each year to the extent of about 2,000*l.* He provides an hospital for those employed with an efficient resident doctor, nurse, the requisite staff, and all medicines, &c., gratis. Further, it is part of the said doctor's duty to visit all those in Mr. Assheton Smith's employ, who reside within a radius of about 4½ miles from the quarry hospital.

Mr. *Dale.*

24,683. Do you mean pensions are received by persons in the employment of Mr. Smith to the extent of about 2,000*l.* a year?—Yes, quarry pensions alone, independent of other persons. Before leaving Mr. W. J. Parry's evidence, I wish to explain that as much of said evidence as I have left untouched, and which contains erroneous inferences concerning the Dinorwic Quarries, I consider I have already replied to when dealing with certain portions of Mr. W. J. Williams' evidence. I have now given in as curtailed a form as practicable such testimony as I consider requisite in order to refute certain of the more important statements made by some previous witnesses. I assert that what I have stated gives a colour which is entirely at variance with that painted by the persons to whom I have referred, and I regret that under the existing circumstances, it is not within my power to do more than to refute these—to use a mild term—very erroneous statements and wrong inferences made by Mr. W. J. Williams, Mr. David Griffith Williams, and Mr. W. J. Parry, as I consider it is very contrary to equity that these persons, who are in no way connected with either my employer or myself, should be able to give evidence which, so far as concerns us, is composed of erroneous statements and unfounded inferences, each and all of which are liable to create wrongful impressions upon the minds of those who were present. Before finishing, I wish to most emphatically assert that there is no class of industry in existence where those employed are better treated in all ways than are those employed at the Dinorwic Quarries. And this I firmly believe, the majority of my lads admit inwardly, and would openly—if free from the interference of the agitator and

Mr. *Dale*—continued.

other outsiders, in whose hands, I regret to say, I consider the majority are. Seemingly, this majority lack in entirety the strength or power of thinking for themselves, preferring to blindly follow without any thought, instructions given indirectly by certain outsiders. I think it well to call attention to what I have here. "The "Royal Commission on Labour. Statement by "W. J. Parry." In this there appears a lot of matter which does not appear in these minutes of evidence—a whole lot of matter, therefore, it affects me to a certain extent.

24,684. We can only take evidence of what is before us?—Yes, and therefore I need not reply to it.

24,685. No, I think not——

Sir *E. Harland.*

24,686. In what form does that matter occur?—In this pamphlet form (*producing a pamphlet*).

Mr. *Trow.*

24,687. Is that a pamphlet that was sent to you?—No, it was not sent to me, and I had some little difficulty in procuring it; here it is, and it has written on it, "With W. J. Parry's compliments."

Mr. *Burt.*

24,688. I think you read a rule some time ago, in which it was stated that where the men have grievances you are prepared to meet the men, who are themselves particularly affected, and to discuss the matter with a view to removing those grievances?—Yes. Rule XV. says: "Any classes of persons in any depart-"ment considering themselves aggrieved are at "liberty to form a deputation to wait on the "head agent, but it must be most distinctly "understood that such deputation shall consist "only of persons picked from the particular "class and department considering themselves "aggrieved."

24,689. Then do we understand that you decline entirely to meet representatives of the men whom they may find, if they are not themselves workmen?—I do not meet men out of my own body of workmen.

24,690. Have you had any correspondence or interviews with Mr. Parry?—Mr. Parry wrote to me, and I think he refers to it, asking me to grant to him some private interviews, and I granted him one or two private interviews.

24,691. So that you did not strictly adhere to your rule?—Yes, I did; they were strictly private interviews. I always have adhered to my rule.

24,692. You have had correspondence with him, but have you had it as the representative of the quarrymen?—No, not as representative of the quarrymen.

Mr. *Dale.*

24,693. Mr. Vivian seems to be anxious to be allowed the opportunity of explaining some

Mr. *Dale*--continued.

" hours, are strictly prohibited." I was forced to make this rule as the men were in the habit of holding mass meetings inside the quarry, and during working hours. Then rule XIV. is that " Any person considering himself unfairly dealt " with by any official is to report his grievance " as soon as practicable to the manager, who " will inquire fully into the case, and report the " same to the head agent." This rule I put into force so as to avoid any possibility of unfairness being shown towards "any person employed" by any of my officials. Rule XV. is, "Any classes " of persons in any department considering " themselves aggrieved, are at liberty to form " a deputation to wait on the head agent, but it " must be most distinctly understood that such " deputation shall consist only of persons picked " from the particular class and department " considering themselves aggrieved." I made this rule finding nearly every deputation that waited upon me consisted of the same men; in many cases these men forming the deputation did not belong to the particular class considering themselves aggrieved. Rule XVI. states that, " The contracts, with all those employed by the " month, may be determined by either party on " giving one month's notice, to expire at the " termination of any quarry month. The con- " tracts with all other persons employed at the " quarries may be determined by either party " on giving one week's notice, to expire on any " Saturday." This rule only states that contracts are determinable by either side on giving certain notice; those employed do not however carry out this rule. Rule XVII. says, " A sufficient number only (at official's dis- " cretion), are allowed to leave work in gallery, " mill, or shop, where any accident occurs, as is " considered necessary to help and form reliefs " in carrying injured to hospital or home. " These persons (if taking patient to hospital), " are to return to their work after disposing of " injured, provided they arrive at hospital prior " to one hour and a half of last whistle." This rule I had to adopt as I found when an accident occurred nearly all the men employed in that department left off work for the rest of the day. Rule XVIII. is that, " The chief agent shall have " the right at all times of making any additions " to or alterations in the above rules and " regulations." This rule only states that the chief agent reserves to himself the right to alter or to add to the rules. Then in order to avoid, as far as possible, any accidents, the following rules and regulations are to be observed.

24,698. Is that another set of rules?—Yes, a portion of the same.

24,699. We need not go through another list, need we?—Some persons might infer that I have left out the harsh rules.

24,700. These are supplementary, are they?—Yes:—" (1.) The time allowed for blasting " will be regulated by a steam whistle, which " will sound at each hour during working " hours, and an interval of three minutes will " be allowed for the men to get into the safety " sheds. (2.) At the expiration of the three

Mr. *Dale*—continued.

" minutes a second whistle will sound, when " fuses are to be lighted. (3.) A third whistle " will sound five minutes after the second, when " all blasting operations must cease. (4.) No " straw fuses are to be used. (5.) Should blast " hang fire no person shall approach the same " until after a lapse of at least 20 minutes. " (6.) No loose charges of powder shall be " emptied into a split immediately after blast. " This operation is to stand over until the next " blasting hour. (7.) Should any portion of a " bargain or fall, &c., at any time show " symptoms of danger the attention of the " overlooker or other official must be at once " drawn to the matter. (8.) Chafed or defective " ropes must not be used, and all ropes must be " well and safely secured. (9.) No blasting " must take place after 4 o'clock, from 22nd " March to 9th October inclusive, nor after " 3 o'clock between 11th October to 20th March " inclusive. (10.) Frequent inspection of all " wire ropes, plant, &c., will be made through- " out the quarry. (11.) Persons riding on the " waggons (on the inclines or other parts of the " quarry), velocipedes, and the slate train on " the Padarn Railway, do so at their own risk. " (12.) All powder issued from the magazine is " at the risk of the consumer." These are my Hospital Rules. These are the regulations for avoiding accidents. These are simply the working hours, and you now have all the printed rules and regulations relating to the Dinorwic Quarries (*handing in the same*).

24,701. Is there any list of penalties for breach of the rules?—I refer to that generally at the top. "Any person wilfully infringing " any rule or regulation will be liable—for first " offence, to suspension; for second offence, to " dismissal."

Sir *E. Harland.*

24,702. There is no money fine, is there?—No money fine.

Mr. *Trow.*

24,703. There is no provision in the rules compelling the foremen to treat the workmen with courtesy and civility?—There is this Rule XIV.: "Any person considering himself unfairly dealt with by any official is to " report his grievance as soon as practicable to " the manager, who will inquire fully into the " case, and report the same to the head agent." If any of my officials were discourteous to the men I should expect them to mention it.

24,704. Would you punish them?—Certainly I should if I considered the case fairly proved. I believe in justice between man and master, and between master and man.

24,705. You do not recognise the men's Association in any way, do you?—What Association?

24,706. The Quarrymen's Union?—No, I do not.

24,707. In case of disputes you allow only the man affected to appear?—Yes. Any men

Mr. *Abraham*—continued.

you get the stone loose, and how is it trimmed?—The stone is loosened. The gallery is, roughly speaking, say, 25 yards high, or about that, and I suppose about 25 yards wide on an average as a rule. The quarryman at the commencement of the month, goes to the top of the gallery and works down and down all the time. As to the size of blocks, it depends upon the foot joints and back joints, &c., and as regards his being able to get those blocks out whole or in a broken state; when he has got them out to the best of his ability, whether they are in a whole or broken state, he proceeds to split them into certain sizes; he then places them on a slab truck, and he wheels that slab truck to the dressing shed, where they are again split and dressed into marketable sizes.

24,736. But by what operation does he get the rock loose, the block loose, in the first place?—By blasting—well, I will not say always by blasting, but generally by blasting. By that I mean to say there are certain places where the back joint is so absolutely loose that the crowbar moves it.

24,737. How many working places have you?—How many bargains, do you mean.

24,738. Bargains, if you wish to put it in that way?—I really forget, but I think it is about 700.

24,739. That is near enough for me?—I think that is about the number.

24,740. In how many of these bargains are the men able to get the block loose without blasting?—It is an uncommon occurrence to do so, and it shows good back and foot joints, it would be very beneficial to me if they could do it without blasting.

24,741. Do you say getting the block of stone loose without blasting is an uncommon occurrence?—Yes, it is an uncommon occurrence.

24,742. So that the work depends upon the power of powder and dynamite?—No, certainly not dynamite. I do not allow dynamite for slate rock.

24,743. Powder?—Yes, powder.

24,744. That is the agent by which the rock is loosened, or some other explosive?—Yes, slate rock is loosened by powder.

24,745. Would you entrust any of those bargains to an unpractical man—to an inexperienced man?—No, I should not; he would break the rock in all probability, and therefore do more harm than good.

24,746. It is quite possible for a man to overcharge the hole, and break the rock in pieces?—Oh, yes.

24,747. So that it requires skill after all to get it in a marketable state, in a way that the rock can be trimmed so as to be prepared for the market?—All labour requires certain skill. The 'bus driver outside requires skill to drive, and a cabman requires skill to drive a cab, all labour requires skill. If you mean to ask do I consider the skill requisite to become a quarryman high, I have referred to that already, and I say no.

Mr. *Abraham*—continued.

24,748. Does it not require a great deal of judgment in the use of powder in order to loosen this stone properly, and also not to endanger unnecessarily the life of the man during the operation?—No, I cannot say I agree with you at all.

24,749. So that any man could go and do it then?—No, you said a great deal of judgment.

24,750. Yes?—There is judgment and judgment, there are degrees of judgment.

24,751. What amount of practice do you consider requisite for a man to obtain the judgment sufficient for the proper loosening of a rock without danger?—That depends upon the class of man and the quality of man, and what his power is; whether he is apt to take to that branch of the work or not.

24,752. We are speaking generally now of men in general. We know there are differences between man and man as well as between staff and staff. Take men in general?—Say 2½ to 3½ years.

24,753. With constant attentive work, 2½ to 3½ years?—Well, I should curtail the time, if you put it in that way.

24,754. Then put it in your own way, and do not take mine?—Do you ask me a question now?

24,755. I was asking the question as to the time requisite?—I have replied to that question you were asking me.

24,756. I am putting constant attentive work, and you want to qualify your first answer, that is all?—Yes.

24,757. What is the chief source and danger to life and limb in the Dinorwic Quarries?—Carelessness. I mean to say that creates most of the accidents. The accidents that occur are created through carelessness. Is it the majority you mean?

24,758. No, I mean what is the agency by which these accidents happen. Where is the physical difficulty of the quarry from which those accidents arise?—I am not aware that there is any physical difficulty which creates accidents. I know of none.

24,759. You have had some accidents?—Yes, and I have referred to those.

24,760. As to entirely unavoidable accidents, how do they happen?—They have happened chiefly through carelessness. Are you referring to the fatal accidents?

Mr. *Dale.*

24,761. Yes, I thought Mr. Abraham wanted you to advance further, and say what the carelessness or misadventure led to—whether to falls of roof, or to what?—Yes.

24,762. Led to what?—Are you talking of fatal accidents or the ordinary accidents?

Mr. *Abraham.*

I do not care which.

Mr. *Dale.*

Fatal accidents.

Mr. *Abraham.*

The Witness.) I will give you the particulars ome. 1886, May 11th, two men were stand- at the top of their bargain and the rock ed, they fell with it and were crushed. was accidental.

,763. What was the reason of the rock g way?—You have really gone so far back 1886. It is very hard for me to mber and I am not prepared to say, not ng the books here, but I should be happy ay now if I had them. The note that I here is that on May 11th, 1886, two were standing on the top of their bargain the rock slipped, they fell with it and were hed accidentally. This was purely acci- al. Those are the notes that I have got, more than that I am unable to say. I wish very careful in what I say.

,764. Was there a fatal result in that case? hat was the fatal accident I have referred lready.

,765. You are not able to say then why or that rock gave way?—I would be perfectly to say if I had my books before me, but I not got my books before me. Then I go o the next accident. That was caused by a w fuse being used contrary to Rule IV.

,766. What occurred?—The man used a w fuse and the consequence was, an explo- took place. That is contrary to the rule. ave referred to all these accidents in my ence.

,767. Was that a fatal accident?—Yes. I told you the number of fatal accidents in

,768. Then you have had a few others ?—Yes. Do you want to hear about them?

,769. Yes, if you please?—The straw fuse ave referred to. Then there was one in .

,770. In the case of the straw fuse you n the shot went off before the men could lear off?—No. I will not say he deliber- used a straw fuse, which is contrary to IV., but the consequence was that from sing that straw fuse he, I consider, lost his

,771. How? Did the shot go off before he clear?—The shot went off I understand n he lit the straw fuse. There is very great rtainty as to whether a straw fuse will go vith safety to life or not, and therefore I id the use of them. In this case the men got no distance at all. The next one he case of a man killed by a fall of rock h was caused to some extent by carelessness, what that carelessness was I am not pre- d to say without looking at my book, and I not got my book with me.

,772. I want to know what are the sources anger—physical danger—at these quarries? he next case that I have was one in which an had his head struck by a piece of stone, ed from the blasting. This was caused by eaving the quarry and not going into the ter shed which he had to pass on his way the gallery, the same being against the

Mr. *Abraham*—continued.

rules. The next case is the case of one killed in Garret, that is one of the departments, by a piece of rock falling and striking him on the head accidentally. The next is the case of a man falling from the top of his bargain through having no rope round him, which, according to orders, he ought to have had.

24,773. Can you explain the necessity of a man working in the quarry having a rope round him, because you said in your opinion it was not a dangerous occupation and people working on the road do not work with ropes round them?—You must remember I referred to my returns as proving in my opinion it was not dangerous. Please remember how I qualified that statement.

24,774. On what occasions is it necessary for a man working with his hands to obtain his livelihood to protect his life by having a rope round him?—When a man is working on the top part of the gallery on a ledge or foot-joint, he ought to have a rope round him to avoid as far as practicable the possibility of any accident. Is that what you mean?

24,775. The man working in that position is really after all, in a dangerous position, is not he?—To a certain extent, yes; but if we walk across the streets of London we are in a dangerous position.

24,776. Could you tell us at what time of the day this accident happened where the rock fell and the man was crushed?—Which one are you referring to?

24,777. Both?—What time of the day do you mean?

24,778. Yes?—No, I could not tell you here. Very likely it was morning or afternoon, or it might be any time.

24,779. I think you said you have some of what you call "bargains" in your quarry. Are those inspected in the morning before the men are allowed to resume work?—Directly my officials arrive they go round and start inspecting and the men before they start work inspect for themselves, or are supposed to inspect. *Vide* Rule VII., which reads "Should any portion of "a bargain, or fall, &c., at any time show "symptoms of danger, the attention of the "overlooker, or other official, must be at once "drawn to the matter."

24,780. My question is simply this: Are all those bargains examined by your officials before the men are allowed to commence working at them in the morning?—Are they examined? No, I do not suppose they are. The officials, on arrival, are supposed to start at once examining. At the same time the men may start *there* when the official is examining *here* perhaps, or the men start *here* when the official is examining *there* (*describing*).

24,781. So that there is no official examination of these working places before the men commence work, is there?—My officials are supposed to start at once making an official examination the instant they arrive in the quarry.

24,782. At the same time as the men commence work?—At the same time the men

Mr. *Abraham*—continued.

commence work, and you must remember I have got a large staff of officials.

24,783. But there is no examination of these working places before the men enter them and commence work, is there?—Yes, there is a considerable examination. Possibly the official is not examining *here*, but he is examining *there*, or he is not examining *there*, and he is examining *here*.

24,784. But you have just told me that your men and the examiners enter together?—Yes. The instant he comes he should go off and examine; the men in all probability take off their coats, and take their tools to work; the official is going round the gallery.

24,785. How many of these examiners have you?—I think I can say that each overlooker has about three or four galleries. The officials, I should say, have about three or four galleries to examine.

24,786. Two galleries?—He has got more galleries to look after, but as regards their safety ——

24,787. About how many bargains would there be in each gallery?—Of course this is a very funny question to put. Taking one gallery, which I now think of, there are five bargains in it; that is, taking one on the spur of the moment. I have got other galleries with 15 in them, and so on.

24,788. I think so, and putting 5 and 15 together there would be an average of 10?—Yes, but I do not say that is the average for an instant.

24,789. It does not matter to one or two, so that each examiner has two galleries, with, as a rule, seven or eight bargains, to examine?—Oh, no.

24,790. How many then?—My officials have certain examinations to make. The custom is that the official goes round and examines. I dare say in all he has got about 60 bargains to examine, as it were. You put such very peculiar questions to me that it is almost impossible to answer them.

24,791. He has 40 bargains to examine, do you say?—In all about 60, say.

24,792. And he commences to examine, say, the first bargain when the men commence work?—Yes.

24,793. Then it will take him some time before he has finished his examination of the 60 bargains?—Yes.

24,794. So that as a rule there is no official examination of those bargains before the men are allowed to commence working?—Well, there is the examination as described by this staff, and in addition to that there is this Rule VII. in existence as regards the men examining.

24,795. Have you any special rules with regard to these examinations as to when they are to take place?—My officials have been told by me——

24,796. But have you no special rules?—In what way do you mean?

24,797. Rules pointing out when examinations are to take place, and how many examinations

Mr. *Abraham*—continued.

are to take place?—Do you refer to the men or to the officials?

24,798. Regulations for the officials if you like?—The officials are constantly on the spot, of course, as I said.

24,799. It is optional with them; they have no rules to follow?—Yes, they are to start the first thing in the morning. The orders are to start directly on arrival.

24,800. Have you a rule to that effect, or is it only an order given by you?—They were all brought up before me and certain instructions were given to them. These instructions were written out by me.

24,801. At what time does the whistle blow in the morning in the winter?—At what time of the year do you refer to?

24,802. You have divided the year into two parts, I believe; take the winter time?—Of course you must realise that it varies every year. Take the year 1892; the whistle then goes in the morning on November 4th at 7.15, and it sounds in the evening at 4.30.

24,803. And of course the men commence work as soon as the whistle goes?—Yes, pretty soon after. There are tools to be got out, and they have to take off their coats, and so on.

24,804. I do not mean that they strike the first blow when the whistle blows, but do you fancy that at 7.15 it is light enough in the month of December say, and January, to do that?—It is 7.45 and 8 o'clock then.

24,805. When?—In December and January. I told you 7.15 in the morning and 4.30 in the evening was on certain dates in November.

24,806. That is, before they commence work?—Yes, before they commence work.

24,807. In November you think it is sufficiently light for these men to see the working place at 7.15?—At 7.15 on the 5th November I think it is light enough. On the 19th November I think it is light enough at 7.30, and on December 3rd I think it is light enough at 7.45 and on December 31st it is light enough at 8 o'clock, and on January 1st it is light enough at 8 o'clock, and on January 18th it begins to get a little bit lighter, and therefore it goes back to 7.45.

24,808. Was that big rock allowed to stand in the Dinorwic Quarry before it was blown or blasted away?—I really do not know what you refer to as that big rock.

24,809. The unworkable rock?—I have had two rather large blasts at the Dinorwic Quarry if you are referring to those.

24,810. For how many years was it allowed to stand in your quarry, where the men were passing by daily, and working close by, some of them?—Are you inferring by that question there was a danger with that rock?

24,811. Yes?—Your inference is there was danger from it?

24,812. Yes?—A rock which existed in the Dinorwic Quarry?

24,813. Yes?—Which rock was it?

Mr. *Abraham*—continued.

14. The large rock that was there a few ago?—I really do not know to what fer; of course the whole quarry is rock.

15. I mean what the men call the Gryf- the unworkable rock?—There is a whole nworkable rock. The slate veins run *this* nd all my dykes run about *that* way, and se are unprofitable rocks, but I remove

16. For how many years was it that that ock was allowed to stay there?—I do not which large rock you mean. If you can what large rock it is you refer to, I ess shall be able to answer your question.

17. You have had two or three since you een there?—Two or three what?

18. Unworkable rocks in the quarry?— kable is not the word; unprofitable.

19. I mean unprofitable?—I have got, y speaking, from 14 to 16 dykes which ross in that direction, are you referring of those?

20. I am referring to the one nearest to d of your quarry—I do not remember the exactly—Llanberis, is not it?—No, not eris; those are other quarries altogether. wic Quarries, Llanberis, you mean.

21. Four years ago you had an enormous rock hanging there, which was unprofit- portions of which were slipping away onally?—Four years ago—I had a big n 1890, or about 1890—some time during I think, and I had a big blast in 1886 or In the big blast in 1890 I brought down 275,000 tons of stuff from the top of the t department (it was the top) which I d to remove wholly, instead of removing detail, for the sake of economy; and I ne in 1887, which was dyke, a very very lyke, which I removed in one blast. I do now which of the two you refer to. With r of these two was there, I consider, r.

22. Do you mean to say that the one you d in 1890, while it was allowed to stand was not dangerous to the men passing it?—The one that I blasted in 1890 or 1890 (I will not be positive because I am rtain of dates), was the top of the quarry. ly removed this top of the quarry in one ast, considering it less expensive to remove n one big blast than to remove it in detail.

23. That is not a question for us?—No, ou asked whether there was the least r, and I say there was not the least tittle nger.

24. Not from this rock overhanging the y?—It was perfectly satisfactory.

25. I refer to what was blasted—what ecessary to be blasted away, and not to ode in which it was done. I do not ques- our ability to do that properly?—It was ecessary to be blasted away except for the ng of the quarry. As regards safety, asting in 1890 was entirely unnecessary for —it was not for the purpose of safety in way that I removed it.

Mr. *Hewlett.*

24,826. With regard to the examination which Mr. Abraham referred to a minute ago, do you believe that such a system of examination of the working places would be best calculated to prevent accidents?—I think my best reply to that question is to give you what I read out in my evidence, which was this ——

24,827. Do not give it if you have already given it. With regard to the special rules you read to us, do you still consider that those rules are necessary for the proper and safe conduct of the work, having regard both to the employer and employed?—I have already replied to that in my evidence, too.

24,828. Then, with regard to the penalties for infractions of those rules, having regard to the evidence that you have read, do you still think that those penalties are required for their due enforcement?—That is replied to already.

Sir *E. Harland.*

24,829. Just referring to the big blast, or two or three big blasts to which your attention has just been called, would you describe the face of slate quarries generally as perpendicular in free stone quarries, or would you describe them generally as at an angle of 45 degrees?—Do you talk of the slate quarries' face?

24,830. I am speaking of where they have to work, and where they are more or less exposed to accidents?—My top gallery is up *there*, say and *that* gallery is, say, 10 yards in depth, and is pushing well ahead, then as I come down right over here, I come to about 25 yards in depth (*describing*).

24,831. It means, therefore, that those various galleries form gigantic steps?—Exactly so.

24,832. Steps in the face of the workings?—That is it.

24,833. So that we may conclude that in working a slate quarry as compared with working free stone quarries or limestone quarries or granite quarries, in your particular kind of workings there are steps rising up?—Yes, the Dinorwic Quarries are in steps, or galleries which represent steps.

24,834. So that you would take it generally the angle is 40, 45, or 50 degrees?—About.

24,835. That is, as compared with other descriptions of stone quarries in which the walls might possibly be perpendicular?—Certainly, there are such cases, or nearly perpendicular.

24,836. Then this last blast which took place two or three years ago, was that blasted with the object of removing the portion of the top rock into the part below, and was it safely done in that way?—It was done to open out the quarries.

24,837. So that in other words there was not a large face of perpendicular rock?—No. Say *this* is the top part of the gallery—*that* is the bottom part over *there*, this gentleman inferred to my thinking that there was some danger, but I wish to say there was not danger. You must remember the mountain goes up higher and higher.

Sir *E. Harland*—continued.

24,838. In other words, you had not been working underneath this land?—Oh, no; I drove about right through the heart in preparing for the blast. If not, I should have had to cut away little by little and little by little.

24,839. With reference to the officials examining, I think you have mentioned the number of officials?—I did not mention the number of officials. I mentioned the number of my chief officials.

24,840. About how many are constantly employed in examining these various galleries with a view to their being in a safe condition?—As to that, I should fancy there are in all about 14.

24,841. And these are occupied through the whole of the working hours examining the various galleries?—They are responsible for their departments. That is, each is responsible for his department.

24,842. Supposing the galleries are numbered 1, 2, 3, and so on, and supposing there should happen to be a gallery which was the last to be examined the night before, are we to understand that your officials would not then seek to examine that gallery the first thing the next morning?—You see that in all probability that official has only got about the two galleries down below and the one above to do.

24,843. I mean am I to understand that as to the gallery which was examined the last thing the previous day in all probability—certainly—that gallery would not be a gallery that would be examined the first thing next morning?—I should say so; he would probably examine the other galleries first.

24,844. That is to say the gallery which had been examined the last thing the night before, would be assumed to be still in a sufficiently safe condition for the men to immediately start upon it the first thing next morning?—You will please remember my rule which is in existence. That is the rule which I read about men calling attention to any danger.

24,845. Am I to understand that you have no reason during the night to suppose that any material change would take place in the working of that gallery?—There is a possibility of material change taking place, from frosty weather perhaps, or some such cause. I do not mean material change so as to bring about any great danger, but there is a possibility of it.

24,846. It simply means that you have more galleries in the works than you have men to examine?—Yes, I think my average is about four galleries to the overlooker or his sub.

24,847. I think you mentioned that you had something like 250 galleries?—Oh no. I have only got 52 galleries, or 51.

24,848. But you have not that number of examiners?—I have got officials who are responsible for that; they number, roughly speaking, about 14 I think, about two galleries to each—it is more than that though.

24,849. It means, therefore, that if they examine a gallery the previous night the

Sir *E. Harland*—continued.

probability is the same examiners would go to some adjoining gallery the next morning and examine it?—In his department do you mean?

24,850. Yes?—Yes, possibly.

24,851. So that it would be impossible for that gallery to be examined every morning before any man commenced work?—Yes, it would be impossible for every gallery to be examined.

24,852. But in the ordinary routine of work the probability is that each gallery would be examined once in the day?—I should say that the overlooker or his sub passes through the gallery four to six times a day. My orders are for them constantly to be there.

24,853. But that would be your explanation for its being quite possible for men to have to start work upon a gallery which had not been actually examined the first thing the next morning?—I say it is the duty of those men, if they see the least change in the rock, to report it, and they do it too.

24,854. You referred to cases where accidents have arisen through the men not having a rope round them. Would it be when they are working on the face of the gallery?—They are very lax about it, and they ought, I say, to have ropes round them in order to avoid as far as possible any accidents. These ropes are on when they are working on the high part. I make them have ropes when they are working any height above the ground.

24,855. That is not when they are working on the level?—Yes, on the level too. If they are working, say, half way down the gallery and they have to remove the rock, and the foot-joint on which they stand is not more than the width of this table say, if so I make them have a rope round them. If it is greater than this table, or twice the size of this table, I do not insist on a rope.

24,856. If it is not more than two or three feet wide you require them to have a rope?—Yes, as I find that necessary.

24,857. Not to the same extent, but on the same principle that seamen have to have ropes round them when they expose themselves to the chances of falling over?—Yes, my idea is to avoid the possibility of an accident.

24,858. Then is the other end of the rope made fast to something?—The other end of the rope is made fast, as a rule, to an old bit of tram line standing upright and hammered in with stones and surrounded with them. It would carry my weight and your weight and two or three others possibly.

24,859. Have you any apprentices, or under what circumstances are they accepted as full fledged workmen?—I have touched upon that. Mr. Williams was asked, "Have you any apprentice system?" and the reply was "No." I said before "I have no legal apprenticeship," but Mr. J. W. Williams gives an incorrect inference, inasmuch as my orders to the responsible officials when I take new boys on are as follows:—"New boy or boys when taken on " are to be at once told off so far as practicable,

Mr. *Abraham*—continued.

danger, and further, I wish it distinctly to be understood that the men do, time after time, call attention whenever necessary, so far as I know.

24,885. But my question is as to official inspection?—Of course that to a certain extent is official too.

Mr. *Dale.*

24,886. Has it come within your observation that accidents, either fatal or non-fatal, have frequently occurred almost immediately after the men commence work?—It has not come to my knowledge—not one single accident through that cause. I cannot recall a single accident of any sort that could be assigned to that cause coming to my knowledge, and I should have heard of it if there had been one.

24,887. Not one that has occurred within the first hour, say?—Yes, I think the men have possibly had their fingers injured or a toe injured, perhaps.

Sir *E. Harland.*

24,888. From the fall of rock?—No, not one that I can recall.

Mr. *Dale.*

24,889. There was one strong remark which you made in regard to the evidence of a preceding witness, which it is, perhaps, hardly desirable to have on the record?—You must remember, in respect of that, I assigned my reason for the words.

24,890. I am not mentioning it now with a view to re-opening it, but I only suggest it would be a fitting thing and would be expedient

Mr. *Dale*—continued.

that we should omit the rather strong term with which you designated the evidence which you were commenting upon.

Mr. *Abraham.*

Do you consent to use a milder expression?

Mr. *Dale.*

24,891. You said something about a deliberate falsehood?—Deliberate falsehood* was my term, and I have assigned the reason of my using it. It was on account of my having written a letter in which I distinctly stated the agreement no longer existed, but notwithstanding my having written that letter the witness asserted that it did still exist; that is my reason for what I said.

24,892. It will come to this, that the proof of the evidence will be sent to you to look through, and we shall permit you, and, in fact, rather encourage you to qualify that expression?—I should like to say that what I did say referred to question 9571, "Does that continue?—It does." I said, "This, the first "reply of Mr. Parry's that I have touched "upon, I am sorry to have to stigmatise as a "deliberate falsehood, as those employed at the "Dinorwic Quarries are not contracted out of "the Act, but are welcome to act as they wish "in the matter." My reason for saying that was that in this letter which I wrote some years ago I stated the men were no longer contracted out of the Act, and yet this appears. This letter was, I consider, in connexion with Mr. Parry, and yet this deliberate statement of Mr. Parry's appears. He says it does still continue when it is not so, and he repeats it a second time and a third time.

The witness withdrew.

MR. ARNOLD FRANK HILLS called and examined.

Mr. *Dale.*

24,893. You are the managing director of the Thames Iron Works Shipbuilding Company, Limited?—I am.

24,894. Having its works at the Orchard Work, Blackwall?—That is so.

24,895. You propose to give before this Commission certain evidence upon recent strikes which have taken place at the Thames Ironworks of the boiler-makers, joiners, and engineers, and their causes and remedies?—Yes.

24,896. Would you kindly proceed to do so?—The three strikes which affected our works during the last two years are the most important ones. There have been some minor ones, but they did not last so long. The chief trades are the boiler-makers, joiners, and engineers who have been in dispute with us. I will give the causes of the strikes, and the way we met them, and the solution of the difficulty with regard to the boiler-makers' strike. That strike took place in 1889. It began on June 26. The boiler-makers' representatives called from their

Mr. *Dale*—continued.

head-quarters at Newcastle to see me, and they said that the Society had made up its mind that the same system must be adopted in London as was adopted in the North, that is, that the ironworks must become Society yards, and that all the men who did not belong to the Boiler-makers' Society must either join that Society or be discharged. Naturally, as our system had never been to have any inquisition as to whether a man belonged to a Society or not, but were taken upon their merits, and their sobriety and steadiness considered, we objected. In fact, our preference was rather to have Society men, and this I mentioned to Mr. Knight, their General Secretary. He said that would have to come to an end, and that unless we agreed to make our yards Society yards the men would send in their notices, and that they would force a strike. As a matter of fact, I was quite unaware at the moment how many men were in the Society and how many men were not, but when it came to the point we found that about four-fifths of the boiler-makers out of about

* See foot-note to question 24,661.

Mr. *Dale*—continued.

nen were members of the Society. I told Knight it was quite impossible that we accept that position at all, and he said, must have a fight about it," and I said, " I not want to have a fight with your men, if you press it we shall have to fight over Then the notices were sent in.

897. The notices were sent in?—The s of the boiler-makers, a week's notice they would come out by the end of the We were placed in rather a difficult on as we had several ships building at the and we were under contract as to date of ry. The boiler-making trade is the er trade so far as ship-building is con-l, and it put us in a difficulty, and we tised in all the papers. For 3½ months the went on, and during that time our gates picketed by the Society, and no one was d to come in unless they forced their way gh the picket, and we had great difficulty tting men in. About 150 men came in course of that time and about 300 men out.

898. 100 men remained in, you mean?—uite so many as 100, perhaps 80 or 90. was a sort of broken fringe, some coming l some going out, and that lasted for about eeks, and then by that time the strike down and our old hands made application to be replaced in the work. I was very g that they should come back because I all the time the strike had been going on hey were not willing to go out, but they under orders to go out and they did so. -admitted them on the same terms as they out. There was no concession made to either as to money or anything else. The fight was over the question as to whether ard should be a Society yard or not.

899. In re-admitting them you made no ation that they should cease to be mem-—No, none whatever.

900. You resumed the former attitude of rence and unofficial knowledge of whether men were members or not?—Yes. There lot of correspondence going on between f and the members of the Society the time, but we took care carefully to point the Union whenever we wrote to them we were very friendly disposed towards and if they decided to stay out we should to fill the men's places; and that was one e causes that practically broke up the . The men knew they were being well d, and there was no ill-feeling against and it wore itself out by effluxion of It only wanted time for the thing to down. That finished the boiler-makers'

901. Have you anything to say about the ion of things existing since?—We are as we were before. The joiners sent us notice, and this case was rather different se it was a question of wages and not of ple. They sent us in a notice that they require to be paid sixpence a day extra.

Mr. *Dale*—continued.

24,902. When was this?—On the 1st of January 1890. We had begun two rather important contracts with the Government for two first-class cruisers, and the joiners' work involved a considerable sum of money. They asked us to meet a deputation, and I met a deputation including the representatives of the Society. They came to see me, and I said we would be willing to make concessions as far as repair work was concerned as we had a great deal of repairing work on the river as well as that of building new ships, but we could not make concessions on the new work. We had taken those contracts on the old rates, and we did not see our way to make the concession. They said they must have all they asked or nothing.

24,903. What was the demand?—Sixpence a day, 6*s.* 6*d.* was the rate, and they asked to be paid 7*s.*, and accordingly they went out. About 60 men were involved there. We made use of a ship as a camp for boarding and lodging the men brought into the yard, because they could not live outside, and could not get in and out in the morning. About 60 men went out and we had difficulty in getting men in, but we got them from the Chatham Dockyard and from districts in the country. That strike lasted four months—that is 16 weeks. When it had gone on for about three months the Society made application that the matter might be brought before Conciliation Committee of the Chamber of Commerce of London. They wrote and asked them to ask us to appear before them. The Chamber of Commerce wrote and we said we would be willing to come, and we did so, and met the Conciliation Committee, and the representatives of the men were there and my manager and myself were there, and the thing was talked over and other suggestions were made as to concessions. We had already suggested certain concessions, because I think it is always the best plan to define clearly on the day a strike begins what you will give, and, if possible, you should stick to that position. We told them the concession we had to make, and the committee pressed us to make more because committees want to have the credit of closing a strike up. They pressed us and ultimately, rather than stand out, we agreed to the concession. It was relative to whether we would pay it on new work that we might secure in the future or not, and one or two concessions of that kind. The men were then told that we were willing to adopt those concessions, and they were asked whether they were willing to accept them. They said they had no authority to do so, but that they would have to refer them to a mass meeting of members to be held down at Poplar —they would refer the whole question to them. They held this mass meeting the following day, but the question of any concession having been made was never mentioned at the meeting at all. It was simply a sort of general incitement to stand fast together and they would get all they asked for, and the result was that this

Mr. *Dale*—continued.

concession that we had suggested fell through. Within a fortnight of that the thing broke down completely, because our old hands knew, of course what had been going on, and they saw that they had been rather tricked in the matter, and that they had lost a concession they might have had. They said they would not stay out, and they came back to the yard and we made room for them in the yard, and so the thing broke down in that way. You must understand with reference to that strike that they came in on worse terms than they might have had the first day they went out, and since then. As to this fellowship scheme which I shall come to in a moment we adopted as a basis of that the trades union rates in London, and when that was mentioned to the joiners they said "Well, what about our rate over which we had this strike," and I said, 'We will not put you out of court, we will adopt the trades union rate with the rest," and since that strike we have given the 6*d.*, and I shall be able to explain in a moment the different position we are in as regards this fellowship scheme.

24,904. To what Union did these joiners belong?—The Joiners and Carpenters' Union of the River Thames, I think their name is. The last important strike we had was last year with the Amalgamated Society of Engineers. That began on August 10th, 1891, and ended on September 2nd, 1891. Now that strike again was on a matter of principle, and was not on a question of wages. Messrs. Samuda, another shipbuilding firm on the River Thames, were bending some armour plates for us. They have a larger hydraulic press than we have, and in doing that work the ram of the press gave out, and they sent it down to a neighbouring firm to be repaired. The engineers had a dispute with Messrs. Samuda about walking money, and this firm said they could not undertake the job, and they wrote to us and said would we undertake it. I said, yes, we would put it right for them. The piece of machinery came down and was standing on one of our lathes, and I had a message sent me that the man given the work to do would not do it, because he had instructions from the Society not to do it. I went down and saw him, and he said that he had instructions that nothing that came from Samuda's was to be touched. I said, "Leave "the thing alone," and then I went up to Westminster where they had offices and saw the secretary, and subsequently the committee, and I said, "Look here, we are determined to do "this work, and it is no use making a bother "about it. It is a piece of business that has "come to us in the ordinary legitimate way, "and if you like, rather than have trouble, "I will put a man on who does not belong to "your Society to do the work." They said, no, and that if the work was done they would call out the whole of the men. The men were called out and, as a matter of fact, we had not a single man who was not in the Society in our yard at the time, though I did not know it then.

Mr. *Dale*—*continued.*

24,905. Was this the Amalgamated Society?—Yes. We have about 300 or 400 engineers. That put me rather in a hole, so I called the foremen together and I said you must take off your coats and do the work because we are bound to do it. They set to and did the work greatly to the surprise of the engineers, who thought they had got us. The work was turned out in three days and sent back to Samuda's, and the *raison d'être* of the strike was then at an end. Of course the men were not content to be left in that position and they raised further questions about walking money. When we are building boats in London after being launched we have to send them down to the docks, which is within a mile radius from the works, and they asked that every man employed at the docks should be paid 6*d.* a day for walking money. We have been accustomed to allow all the trades a quarter-of-an-hour in the morning during the six months of the winter so as to give them as it were a little help in the distance that they have to walk, and as I pointed out to them it was impossible for us to make this concession because what was good for them was good for all the other trades we employed. The ships were in hand and the second concession meant an amount of 30,000*l.* or 40,000*l.*, which meant the difference between loss and profit on the transaction. I said I would be willing to still continue letting them come a little late in the morning as they had done, but we could not get further, and we had to fight it out. We advertised in all the papers for workmen, and we got some in, but we had greater difficulty than I anticipated.

24,906. You are now speaking of something that supervened upon the resumption of work by your engineers?—They never resumed, they would not come in. We got about 40 or 50 men in, but they were very indifferent. The men you get in when a strike is on are not up to the mark as a rule. That went on for about three weeks, and I wrote a letter to the *Evening News*, a paper in their confidence, detailing the facts, and saying that they had taken up a false position at the commencement, and saying that on my part there was no wish that the strike should continue, but that they should come in on the old regulations. Then I had a letter from the strike committee saying that they were glad to see I was of such a friendly disposition, and asking if I would receive a deputation from them. I said I should be pleased to do so, and the deputation came down, and the strike collapsed, and the men came in on the same terms as they went out. That was the last of any strikes we have had, and I hope it will be the last altogether.

24,907. Was this settlement that was come to arrived at by communication between the secretary and yourself, or did someone else intervene?—No, it was with the Union representatives, they were very festive over the whole thing, and rang the church bells. Our

Mr. *Dale*—continued.

men were never at all anxious as far as I have been able to learn to go out. These things went on for three years, and we were practically attacked as being the largest firm in London, and I have always said that had we given way the other employers would have had to come in afterwards, and it made me think that we ought to do something to stop it, and the first proposal that suggested itself to my mind was some scheme of profit-sharing. That was in 1890, and I had a great deal of consultation with my directors about the matter, and eventually we proposed a very simple profit-sharing scheme, which was to the effect that after 10 per cent. had been paid to the shareholders in the Company—that was 5 per cent. for profits and 5 per cent. for the risk for bad years, when there was not sufficient profit, that any profit subsequently made would be equally divided between the shareholders and the workmen in the year that profit was made. If it had been accepted the year preceding it would have meant that at the end of the year 27,000*l.* would have been paid over to the workmen's council. I have the particulars of this scheme if any one would care to see it (*see Appendix* 51), and we took a vote as to the expediency of it. There were no conditions of notice, and it was simply with the idea of getting a friendly feeling, and getting everybody to pull in the same direction. They asked whether they might have the representatives of the Union down to talk over the matter and consult with, and I said I should be pleased to meet them, and I met the representatives of the different trades unions, who came down and met me, and we had a mass meeting of about 500 men, and a discussion was carried on, and I thought when it was over that probably the proposal would be accepted. We took a vote, and to my great vexation there were three to one voted against it being accepted at all, they being under the impression that it was a trump card, and that one was trying to get the better of them somehow, so they rejected the thing. Of course that settled that matter for the time being. Then this engineers' strike came on the following year, and I was anxious to see if I could not come to a settlement, and we prepared a fresh scheme, which is a much more valuable one than the profit-sharing scheme which was proposed, which we called a good-fellowship scheme (*see Appendix* 52). The difference between the one which is now in operation and the profit-sharing scheme is this—you can understand that where 3,000 or 4,000 people are involved it is difficult to bring home to any individual workman the sense that his work is affecting the profits of the concern. The good-fellowship scheme is entirely different from the other, and deals with each department separately. We have a forging and shipbuilding department, and a dry dock department, and civil-engineering department, and several others, and each of these is considered separately. When we are taking any tenders in hand we fix certain prices for the work to be done for the material, and for charges and profits, and according to this scheme that sum which is fixed for the

Mr. *Dale*—continued.

labour item is never altered after the tender has been sent in. There is so much allotted to labour, and where, as in our shipbuilding department, there are several trades the various items proper to those trades are fixed, that is to say, the boiler makers, rivetters, drillers, and so on; each have their fixed item in the tender, and those items are agreed with the different trades before the tender is sent in. If we take the tender, then the men begin upon those fixed prices. We pay them on a daily rate, and we take as a basis the Trades Union rate of wages in the district. If a man is a joiner, and his rate is 7*s.*, we pay him 7*s.* a day, but we say, "Now there is this amount "of work to be done, and this amount of money "to be paid for it; if you can produce this "work for less than your wages, then whatever "difference there is shall be divided amongst you "proportionately to the wages earned," so that they have practically the entire control of the wages item in our tenders. We introduced that about nine months ago, first in one department and then in another. This involved practically the entire re-organisation of the works, and the works' books, because to take the exact cost at the end of each month as to the work of each individual, and the value of it, and to find the exact value at the end of each month is not so easy as it sounds, but where so many are employed an elaborate system of book-keeping is necessary, and if I had known at the time it would be so elaborate I should not have taken it in hand, but we have got through the worst of it now, and I could not have conceived it possible that any system could make such a change as it has made in our works. It has completely turned our place upside down, and it has reversed what was two years ago a very bitter feeling, not against myself, but generally against employers. There has been a sort of teaching done; the men thought previous to the dock strike that the best thing that could be done in a strike was to get the rates raised. The practical result is that during the last nine months it has entirely changed the direction of opinion, and the men realise now that if they choose to work and produce more, the money will not go into our pockets, but into theirs. One very interesting result is this, that as they are working in fellowship they are not paid piece-work, but they are all paid together. If any trade makes a profit it does not go to a single man. Supposing a rivetter puts in so many rivets, he does not receive all the money coming from that, but all the rivetters working together combine, and the profits are put into a pool and distributed amongst them in proportion to the wages paid in day wages, and the result is that these fellowships will not have bad men working with them, because they have found that they spoil the fellowship for them, and there is less work produced. The result is that 300 or 400 men have been discharged out of the various trades at the request of the fellowships themselves, and the supervision exercised by the men is more valuable than we could exercise, because they know the men better than we do.

Mr. *Dale*—continued.

In several cases I have paid more than 30 per cent. dividend per month upon the month's wages. They vary from 5 to 15 and 25 per cent., and I have paid 30 per cent. dividends in excess of the ordinary trade rates of the district, that is to say, that where before they might have been getting 7*s.* a day, they have got up to 8*s.* and 10*s.* a day perhaps. Again, I can only tell you this, that this scheme is very young; it has only been nine months in existence, and it met with a great deal of suspicion when we started. The men are only beginning to understand it now, but having succeeded, as I consider it has succeeded so far, I believe that it will turn out well in a few years hence, when each trade realises that it only depends upon themselves to produce good profits for themselves.

24,908. What you have told us is very necessary and important, but it could be better understood by an example. Could you illustrate it by saying that it commenced by your being invited to tender for so and so?—Yes.

24,909. Would you follow it out in that way, and give us one illustration of its being brought into operation?—Supposing we were tendering to the Admiralty for a 200,000*l.* cruiser, and supposing the material was going to cost 80,000*l.*, and the wages 80,000*l.*, and there may be 40,000*l.* for charges and profits, taking it roughly, then that 80,000*l.* would have to run over a great number of trades; it would cover the boiler-makers, smiths, joiners, shipwrights, rivetters, drillers, caulkers, and all the rest of them; perhaps 20 or 30 trades would be involved, and the amount would be built up of items representing the value of the work to be done by the separate trades.

24,910. Go through the operations which any one at the head of your establishment would be expected to go through in the way of estimating?—You must understand that the difference between a profit-sharing scheme and a fellowship scheme is this, that in this scheme we confer with the men themselves before sending in our tender as to the prices at which they would be willing to do the work. We do not fix them beforehand. Before this we fixed our price independently of the men, but now we do not; we ask them what they would be willing to do the work for.

24,911. Does that require them to enter rather closely into the computation of the amount of work involved?—Yes, as far as their foremen are concerned it does, it means that the foremen must go through the plans of a ship.

24,912. The foremen being for the purpose of the scheme, a workman?—Yes. Then having agreed to those figures, and having also, of course, in making up any tender, considered the state of the market whether you can get a higher or a lower price, it might be necessary, if we were very short of work and prices ranged low to reduce the entire price by 10 or 15 per cent., and then we should give notice that we had gone in for such and such a reduction if we did so.

Mr. *Dale*—continued.

24,913. Would that notice to your men afford them the opportunity of saying: "Yes, but "we must then be considered to be released "from our consent."?—Such a thing has never arisen. The scheme is very young. In practice they trust to our *bonâ fides* in the matter.

24,914. Then your tender goes in?—Then our tender goes in.

24,915. Then your tender is accepted?—Then if our tender is accepted those prices remain unaltered, which the various trades have submitted.

24,916. The total sum for each trade?—Yes, the total sum for each trade. Then the rates at which their work is to be done are all fixed. We have what we call books for the different trades—the platers' book, and shipwrights' book, fixing the values of the different work that has to be done.

24,917. Per day?—No, for the work. Supposing so many sets of plates have to be put in by the platers, then that is worth so much a ton, according to the part of the ship into which they have to be put.

24,918. Those are the prices used to build up the aggregate amount for each trade you mean?—Yes, precisely. Upon those prices we compute the value of the work produced week by week, and we also pay them their day rate in wages. We have to strike a balance between those two sets of figures; the value produced, and the wages paid at the end of each month to see whether they have made a profit or a loss, and also you will see that it makes a splendid check for us as to whether work is going on properly or not. Directly we declare a dividend then we see it is all right and that the men are within their figures, and directly it is not so they are making a loss.

24,919. Then, what they ultimately receive is exactly what they contract to receive?—Yes, precisely.

24,920. And the comparison is a comparison for the internal purpose of seeing whether the contract has been a beneficial one or not, as contrasted with the Trades Union day rates of wages?—Yes, precisely; but it produces this result, that they feel the more they produce the more they will get. Under the old system they would not get any more if the work was successful, or any less if it was unsuccessful. It introduces the element of self-interest, which after all, is the great driving force to which we appeal.

Mr. *Gerald Balfour.*

24,921. Do they in every case get the trade union rate of wages?—Yes, that is so.

24,922. And if more labour is expended on the work than you anticipate, the men are paid for that?—Yes, precisely. That would be our loss. If they do not get a dividend then the company bears the loss. I ought to have mentioned that each trade has its council or some one representing it, perhaps one in every 20, or one in every 15, as the case may be. These councils meet once a month to hear th

Mr. *Dale*—continued.

of the yard, as it is in our case. We only pay upon what you may call the health of the men, that is to say, the profit balance coming from there not being much sickness. If there has been a great deal of sickness then the subscription is proportionately small, and if there has been little sickness the subscription is large, the result being that there is a tendency to prevent malingering, which is the great difficulty which friendly societies have to contend with. This scheme has not yet come into operation as far as any payment by the company is concerned, because it is only drafted. I am telling you what is being arranged rather than what is worked, but I believe when we have got the three schemes, the sickness and assurance and profit-sharing, we shall be completely organised so as to make the relations between capital and labour far better than at present.

24,934. The consideration for what the company undertakes to do is that it is a party to approving the rates of contribution?—Yes, the rates are accepted first of all by the company.

24,935. In the term "rules" (which are to be approved by you) are included "rates of contribution"?—Certainly, and that has been threshed out properly by a professional actuary.

Mr. *Gerald Balfour.*

24,936. Is your scheme subject to revision?—Yes, we have a quinquennial valuation to see how things go, because it includes pensions. These balances keep on accumulating every year that there is a profit made, and a man has been accumulating each year, but the beauty of the thing is this, that the liability does not extend beyond a single year.

Mr. *Dale.*

24,937. But it does not mean that the profit arrived at by the end of the year and doubled by the employer, would be divided?—The profit made by the fund is divided and is credited to each member's name in the fund book.

Mr. *Burt.*

24,938. But not distributed?—But not distributed—that is the condition on which it is doubled, that the company doubles it in any case, but if a man withdraws his subscription at the end of each year, then that which is paid by the company does not go to the man who withdraws his money but it goes into a pool, and that forms a fund for the building up of pensions. The money goes on doubling each year, and the man gets an accumulating pile, and by the time he gets up to 50 years he is capable of buying a pension, but he cannot buy a pension without being 25 years in the service of the company, but then after that there is a pension he can buy. He can withdraw the whole of his money, and after he has been a

Mr. *Burt*—continued.

certain length of time in the service, he can draw a part of the company's payment, but there are rules as to that, and the longer he has been in the more he can draw of the company's payments.

24,939. Under those circumstances there is no restraint exercised upon a man as to his quitting employment?—Precisely; he can leave to-morrow, and take the whole of the money accumulated, and a certain portion of the company's payments.

Mr. *Gerald Balfour.*

24,940. Not the whole of his share of the Company's payments?—Not the whole, unless he has been 25 years in the service.

Mr. *Dale.*

24,941. There is not the objection to your scheme that the man would have to forfeit all if he left the employment?—No. We only pay on the validity of the workman, but the big railway companies have such schemes, and they all go upon the principle of doubling the payments of the men, and that is a fatal mistake.* The Great Eastern and the South Western have that scheme, and that is a flaw that tends, I think, to damage the thing.

24,942. Do you put that document in?—I will put it in, but I do not want it to be printed, because it is still under consideration.

24,943. Very well, we will take it as such?—It is all drafted there, but there may be one or two minor modifications.

24,944. Is your chief reason for not wishing it to be printed that it will be modified very shortly?—Yes, not the principles. The rates are put in, but we have not quite considered them.

24,945. Do you suppose it will take its final form within a few weeks?—This year. It is a big thing.

Mr. *Abraham.*

24,946. Could not that be printed without the rates being put in?—I should have no objection at all. My object in putting this in is that being a good thing everyone should know about it—that is my object.

Mr. *Dale.*

24,947. Kindly explain to the secretaries what part of this you would rather not have printed—I would sooner have the rates left out.

24,948. That is on page 4?—Yes, practically I think, that is so. (*See Appendix* 53.)

24,949. The next subject is the relation of contractors to the Admiralty and the War Office?—I do not know whether you would care to hear anything I would have to say about that.

* In a letter to the Secretary (dated July 27th, 1892) the Witness desired it to be pointed out, as some misconception might arise with regard to these present proposals, that it is proposed that the Company shall contribute a sum equivalent to the *profit balance* at the end of each year, and not that the Company should double the premiums paid by the workmen, as primarily proposed 12 months ago when the papers were printed.—G. D.

Mr. *Dale*—continued.

(favourable as they were to principles of conciliation and arbitration), but it may not perhaps prove to be a difference really. The conciliation part of it would really be undertaken by the parties interested?—Certainly.

24,965. By the trade representatives of the employers and employed?—Yes.

24,966. It would be arbitration ultimately?—Precisely, it is arbitration that I consider valuable—the verdict of responsible people as to which side the pendulum ought to swing to.

24,967. But the endeavour to settle the difference without resorting to a third party would no doubt be undertaken locally?—Locally.

24,968. By the employer and employed?—No doubt.

24,969. Or by a body of employers and employed?—Yes.

24,970. A body who understood all the technicalities of the trade?—Precisely.

24,971. Now, you desire to say something about the duty of government, Imperial and municipal, in the event of strikes?—It is this, that I think there should be strong powers given to the local authorities, the police or whatever may be the local authority, to see that neither side takes advantage of the other. I mean, for instance, taking our own works, there is the principal entrance into the works, and if the men wanted to come in and asked to be allowed to do so, they were allowed, and we were treated very fairly by the local police. But we have had riots, and men were injured because there were not enough police, and if this Commission could give emphasis to the idea that there should be police to see fair play it would be very desirable. If you once got the police into the hands, for instance, of the local council it would follow that we should not be able to rely on anything being done at all.

24,972. That connects itself with what you call the function of the blackleg and his rights?—Yes, it is precisely the same thing. If he is offered employment he has a right to take it, and he should not be interfered with so long as he has accepted a job which is offered to him; even though the matter in dispute may be fairly one to be argued about, still a man has a right to employ another man if that man is willing to come in and be employed.

24,973. Is there any other point which you would like to bring before us which your rather large and special experience would enable you to speak upon?—I am satisfied that it is quite possible to make good relations between capital and labour, and that the war that now seems impending between the forces of capital and labour is a thing that can be averted if only we are wise enough to make arrangements to avoid it. It is not an inevitable evil pressing upon us, but it is quite possible to make such arrangements so that they may be reconciled. That is the great object of my evidence to-day.

24,974. In the main that proceeds upon the lines of labour being enabled to use any greater industry or skill that it may be able to bring to bear in its operations?—I think that is the fundamental condition, that everyone should feel that if they work harder they can earn more, instead of other people reaping the benefit of their own extra work.

24,975. Has the question of overtime arisen either in connexion with your scheme or independently of it?—I am glad you mentioned that, because with regard to this eight hours question I should like to say one thing about that. We have made a suggestion to our men, and it is one which I do not know whether it will be accepted or not, but we strenuously object to overtime, and as far as possible we avoid it altogether. It is impossible to do so sometimes, and that touches on the eight hours' day question. The suggestion we made to our men is this: that we are willing to accept, as suggested, the eight hours day provided it is understood that it is a standard and not an absolute limit. I think it is perfectly impracticable that any legislature should make a rule that no man may work more than eight hours a day, but they can agree on a standard such as, that eight hours is a fair limit for a working day, and that if a man works beyond that he must be paid overtime. We suggest that we are willing to accept that with our present times of employment.

24,976. You mean the hours should be 48 a week?—No, eight hours a day.

24,977. It would not be six days a week?—It would not be six days a week—on Saturday they do not work eight hours.

24,978. That is it—it is eight hours a day for so many days a week and less on Saturday?—Precisely. We could not do this without the fellowship scheme, but having once got our system into working order, so that both parties are interested, you see that we can make arrangements to suit the wishes of the men in that way, because supposing that they work harder in the eight hours, and produce more, then they have their fellowship to fall back upon, and if they do not do so they do not get their fellowship, so that we have a condition which makes it possible to have an arrangement which other people could not make.

24,979. What are your hours?—9½ the first five days, and till 1 o'clock on Saturdays.

24,980. Do you resort to overtime?—As far as possible we avoid it.

24,981. But your men are willing to resort to it?—They are much too willing—that is the difficulty. Of course the system is general throughout the engineering trades, and it is that if you pay work overtime it is for the first two hours time and a quarter, and time and a half after that. The rate increases.

24,982. The introduction of the fellowship scheme did not induce a modification in your hours, did it?—Not a bit, they have a balance beyond the money that is paid them if they do any good with their fellowship.

24,983. Of course, if overtime is worked under your fellowship scheme it would be paid according to the trades union rate for over time?—Yes.

Mr. *Gerald Balfour*—continued.

fluidity in them—you cannot make cast-iron rules to govern them.

25,001. Do you think it is important you should retain the final control altogether in your own hands?—Yes.

25,002. You do not think the scheme would work without it?—No. I do not think any Government could work without having some authoritative head.

25,003. Has it often occurred since the scheme came into operation that you have been obliged to cut down the total estimate of labour cost?—No. I do not think it has. Of course as I tell you the thing is very young; it has only been in operation over all our departments about three months. It took six months to introduce it department by department, and the majority of the work is large work that runs over two years and more.

25,004. Have you in the course of those three months experienced any difficulty?—No, none—it improves every month.

25,005. Everything is going on quite smoothly?—It did not do so at first, but it is now.

25,006. What were the difficulties?—The crucial difficulty which I thought would upset the whole thing was this. If you have to divide a job of 200,000*l.* into items represented by a shilling or half-a-crown at the end of each month, and the job extends over three years, and you have got to say at the end of a given month how much of that has been produced, it requires a deal of computing, and we have had to create an entirely new department to deal with it.

Mr. *Dale.*

25,007. That which you describe arises on the monthly basis of profit?—Yes, and unless you do so there is no activity in the thing.

25,008. If it was possible to let the whole thing stand over for a longer period than a month would not it work?—There would be no trouble at all, but then it would be no use.

Mr. *Gerald Balfour.*

25,009. It would have no effect on the men?—Yes, the farther away it is the less effect it has on them.

25,010. Is the system specially adapted to your trade?—They all said ours was the one trade that could not do it. We have in our line every trade that engineering recognises—smiths, forgemen, shipwrights, and every trade dealing with engineering.

25,011. So that you think if such a system is applicable to your trade *a fortiori* it would be applicable to other trades?—Certainly. I do not know anything about the spinning business for example, but as far as engineering goes it applies all over the world.

Mr. *Dale.*

25,012. It is highly developed piece-work, is it not?—No, it is not piece-work. I should not like it to be called piece-work. The idea is that each group works together, and no man is allowed, even if he is a better workman, to take all the profits he makes, and the effect is to bind the different groups together.

Mr. *Dale*—continued.

25,013. Each group stands to its own results?—Yes, but not each individual, whereas in piece work the profit goes to the individual.

Mr. *Gerald Balfour.*

25,014. Still the individuals receive in proportion to their wages?—Yes, in proportion to the wages they have received, but not in proportion necessarily to what they have earned.

25,015. If they are not good workmen you say their fellows are anxious to get rid of them?—Certainly.

25,016. Where workmen are specially well-treated or where a system is adopted that makes the conditions of labour particularly favourable, the effect will probably be to squeeze out the inferior workmen?—Yes, I believe it is.

25,017. What happens to them?—That is a hard question to answer. I suppose they go to the inferior workshops.

25,018. In proportion as such a system as this was adopted you would expect to find the inferior workmen more and more squeezed out?—You would level them up so that they became superior.

25,019. Do you feel confident that that would be the result?—Yes, certainly. It has a strong upward tendency.

25,020. Still there would remain an element of wasters?—I cannot deal with them.

25,021. There would be a squeezing out of the lower grades in most schemes of improvement?—It would be the survival of the fittest—I am afraid so.

25,022. With regard to your proposed scheme of insurance, how were the rates originally fixed—by yourselves?—We have based them on the rates existing in friendly societies. We have compared them with the rates of the big orders and fixed them in accordance with them.

25,023. What standard do you aim at in fixing the rates?—We fix them in accordance with experience. These big orders have come to agreement by experience upon the matter.

25,024. Their object is to make two ends just meet and to collect no more than what they find is required?—That is all we want to do, but you know in all these friendly societies the difficulty they have is that of people coming upon the funds who have no right to do so. They have got to pay whomever the doctor certifies is ill, but I say the margin between their sickness and malingering sickness is so large as to be sufficient to make a pension fund at the back of it.

25,025. You fix the rates at the amount at which they are now fixed by friendly societies?—Yes.

25,026. And you anticipate that what will be gained will be gained not by any excess of the rates over risk as ordinarily calculated, but by diminishing malingering?—Certainly; absolutely that. You have no idea, unless you have had rather special experience of sick societies what a lot that means—perhaps 50 per cent.

Mr. *Gerald Balfour*—continued.

25,048. For instance, supposing the dispute was about wages, and you had to determine whether wages were to be either raised or reduced, the decision in that case would depend on what profits were then being earned, would not it?—Yes, possibly. You mean, do you, varying according to the conditions of trade in the country.

25,049. And according to the conditions of the particular trade?—It would be a matter of discretion. You have to take these things into consideration; it must be so.

25,050. You do not see any difficulty arising from the necessary vagueness of the principles on which the arbitrator has to base his decision?—No. I think that is an advantage. In the Newcastle strike if the Government could have sent down an authoritative body to hear the evidence, and they had given their opinion, leaving either side free to accept it or not, the thing would have been settled months before it was settled.

25,051. In connexion with the question of overtime, are there great fluctuations in your trade?—Yes, very great.

25,052. And it frequently happens that you have to discharge a large number of men?—Yes, it does happen.

25,053. Now, do not you think that supposing in times of good trade more overtime was worked it would be possible to avoid dismissing so many men when depression ensued?—It would be just the other way, because if you work overtime you are doing more work with a limited number of men.

25,054. Quite so, and therefore as trade becomes depressed there might be full work for the limited number of men with shorter hours?—But supposing that argument applied over the country, it would mean that there would be larger numbers of unemployed, whereas if everybody keeps within certain limits of hours there is more work for more men.

25,055. But we are now dealing with skilled trades?—Yes; it is the same. In times of depression there are a large number of skilled labourers out of employment. The less number of hours you work the more people there must be employed to get the work done.

25,056. No doubt, at any given time?—At any given time.

25,057. But what would be the consequence ultimately?—I certainly am of opinion that overtime tends to spoil the workman and the trade, because one man can get more wages than other people get, and the people outside get less wages and less work. But apart altogether from economical considerations I believe that it has a very bad moral effect upon the workman. There is a lot of envying and jealousy brought in, because their mates object to their working overtime, as they are not doing so themselves, and you never do work overtime in an entire shop. For instance, if we have to work all night, if the work comes in and has to be finished in two or three days, we put on a night-shift to work, and then a very much smaller shift which is working at night than is working during the day, and then jealousies tend to arise. In doing the ordinary contract work we never think of doing night-work.

Mr. *Gerald Balfour*—continued.

25,058. Do you find that working night-work is a practicable system?—Yes, but you have to pay for it.

25,059. There is no difficulty in transferring the work from one set of men to another set?—There are difficulties. You have to pay more for it. It is a penalty on the employer. You have to pay time-and-a-half, and sometimes double time, as against day time.

25,060. The employer would much rather have no overtime worked?—Certainly, and the men's Unions and the employers do not want it. The men if they can work by any possibility two or three hours more they will.

25,061. You think to their detriment?—Except to their purses. If a man has been working nine hours, and you tell him to work three hours more, his work is worth very little, and it cannot be good for him.

Mr. *Hewlett.*

25,062. I want to see if I understand your fellowship scheme. Am I right in taking it that it means piece-work instead of day-work allocated amongst the various trades?—I do not think you are right. I do not like to call it piece-work, because in the trade generally it is understood that piece-work means——

25,063. It is by results or quantity, is not it?—It is by results, certainly. Piece-work has quite a different signification in the trade. It means that each individual is paid according to the amount he individually produces.

25,064. Is each man paid according to it in your scheme?—No.

25,065. It is divided amongst the whole trade, is it?—Yes, and that is the great distinction.

25,066. Do you reserve to yourselves, taking the cruiser which you named of 200,000*l.* value, the power and fixing that price without consulting with the men?—As a matter of fact we do consult with the men before we take the contract; we do not always take the contract.

25,067. Supposing you fall upon evil times, and instead of getting 20 per cent. profit you do the work for little or no profit, would you then have to alter the standard of wages of 7*s.* if it was that?—All the trades have different standards. Each trade has its own standard.

25,068. We will assume that instead of having a handsome profit you had to work for very little, would you then have to alter that figure?—It might be so, but I should not say that we made 20 per cent. profit.

25,069. But we will assume that it might be so. Would, then, your board of conciliation come in? I will assume that instead of 7*s.* a day the force of circumstances brought you down to 5*s.*, then that a difference of opinion arises between you and the men. Would you then advocate the board of conciliation being brought in to settle that point?—I do not quite

Mr. *Hewlett*—continued.

our hypothetical case, because I am
e our joiners would never be content to
5*s.* a day.

. I am assuming a case in which there
e so much profit, and in which times
?—I say we have piece books with the
the work for all parts of the ship, and
same on the Clyde and at Hull; they
ir piece books according to the district,
posing things are very bad or very
u give notice that these piece books
ect to premium or discount, as the
be. According to the fluctuations of
y go up or down.

. Supposing a question arises as to an
going up or down, do you deal with
a board of conciliation?—We should
h that by agreement with our men.
r have been in trouble about the prices,
not anticipate any.

. You said that you considered, in
with the question of wages, the funda-
principle was that a man should be paid
to results?—Yes.

. Is not that always the case where
is paid by quantity? In mining, for
the miners are paid by quantity
y, and that would be on the same
Certainly.

. Then comes in the difficulty, and I
see how it is to be got over. Assuming
ood times the prices are higher and the
a higher rate of wage, the difficulty
hen prices are going down, and on the
l the employer thinks that wages ought
duced, and the men think that they
t, it is at that point that the difficulty
, and I want to see if your board of
on comes in there?—I have not expe-
such a case; I am scarcely competent to
would be the result then. If you cannot
h a difficulty by agreement, then there
an opportunity for the board of con-
or arbitration, but if you are in friendly
with your men, and you are all as it
the same boat, each one pulling with
r, those difficulties do not arise that
rest.

. There does come in the difficulty?—
urham strike the difficulty arose from
nt cause. They had certain prices
ey gradually worked up to, and they
led to believe that enormous profits
ng made by the coal-mining industries,
raising the rates they thought they
ting their hands into the coal owners'
but in our case there is no reason for
rust which created the difficulty. It
ll a matter of sentiment; these strikes
st entirely over matters of sentiment.

. Unfortunately, I am speaking of an
which does not admit of such large
s you speak of, and therefore trade
mes in more frequently than you have
leal with perhaps. How would that
other trades than your own?—I do
to speak out of my book, my experience

Mr. *Hewlett*—continued.

is in certain trades, and I do not know what would happen in others.

25,077. I think I understood you to say you considered a legislative eight hours' day impracticable or unadvisable?—What do you mean by that, do you mean no one is to work more than eight hours?

25,078. I thought you said a legislative eight hours' day you did not approve of?—No, because I think there is a great confusion in the public mind on this question. I am not quite sure that politicians know what they mean by it. Some people say that no one is to work more than eight hours a day; that is utterly impracticable and absurd, but if they mean a standard of eight hours, then I think it is eminently a thing that the legislature could deal with, and they can say if you work more than the standard you must be penalised.

25,079. The only Bill which I know of as to eight hours was that of the miners, and it said that it was not to be lawful for a man to be in the pit more than eight hours. Would you approve of that?—I am not competent to speak of miners, but I should say the principle was a most mistaken one.

25,080. What I really wanted to ask you was this, you said, as I understood you, that after eight hours you would not object to pay overtime?—Precisely.

25,081. Would you apply that to all trades?—Other trades should apply it for themselves, it has nothing to do with me.

25,082. We want to get whether it is limited in its application, or whether it is general?—I only point out what we are willing to do in our trade, we are willing to do this because we believe it will lead to peace and contentment between our men and ourselves, and if others want peace and contentment they can follow on the same lines.

25,083. Then I take it it is for your own trade that you give your evidence?—Just so.

Sir *E. Harland.*

25,084. Referring to this idea, which is very novel to me, of the good-fellowship system, practically speaking is not it really a matter of piece-work after all?—I do not think it is.

25,085. Is not it so, because the quicker the work is done the more wages the men earn?—Precisely.

25,086. Is not that the case?—Just so.

25,087. Then what is the difference between that and piece-work?—It is that at the beginning of it everyone is paid by the company upon a day rate; in piece-work the money is paid generally through a ganger, who has control of a gang; the money is paid to him and he pays those underneath him; fellowship is a sort of cross-breed between day-work and piece-work; it has the motive principle of piece-work but it also has the responsibilities of day-work. The company have to pay day-work even if the men do not work their piece.

25,088. But assuming that it is work being conducted by a ganger, is not that a condition

Sir *E. Harland*—continued.

which is rather the exception than the rule of piece-work generally. Is not piece-work a mutual arrangement come to as between employer and employed, that he receives so much for measurement of the work produced, and the employer leaves it to him to do as much as he can?—Yes, that is exactly what we do not recognise, because we do not believe in that, and that makes the whole difference in the scheme. We deal with a group, and directly you get individuals each working for his own hand, you set in motion a lot of forces which become disruptive.

25,089. Supposing there are 10, 50, or 100 men in one group, what is to prevent that 10, 50 or 100 saying: "Now, we will knock this "job off, we will be sharp over it"?—That is exactly what they do do.

25,090. Is not that piece-work?—It is, and it is not. What is understood by piece-work in the trades is not that which is really accepted in this fellowship scheme. There is all the difference in the world between a scheme in which the men are paid according to their individual exertions, and a scheme in which the men are paid according to the results of the whole body.

25,091. Supposing the men knock off a job and make a rough and ready job of it?—But we do not allow that; that is what the foremen exist for, to see that the quality of the work is kept up.

25,092. Does not that difficulty come in. that there might be a tendency on the part of the men to do inferior work?—Certainly, if you have no foremen; but the rule we make to counteract that is that any work that goes from one department to another is sent back again if it is inferior, and that is taken out of the fellowship, and they have to pay for it twice.

25,093. Is not there in your trade a class of work which it is impossible to test at the time, such as rivetting?—I think not; every rivet you can sound as it goes along, and every rivet is sounded as it goes along.

28,094. I merely ask you for information, there being more difficulty in that department than in any other?—We find no real difficulty in that: we had a deal of work when we first began which was done in an inferior style, but when the men found that they had to do it over again, and that it came out of their fellowship they then thought it was no advantage to them to do it.

25,095. There are classes of work which you will admit are easily inspected by looking at?—Yes.

25,096. And there are other classes of work which are not easily detectable; some have to be tried, such as rivets?—Yes.

25,097. But in the matter of rivets, would not you also admit that there may be difficulty by any known means of detecting as to whether the rivet is good that is done on piece-work, which there would not be if it was done by day-work?—I think not. I think if there is proper inspection you can be quite certain of the quality.

Sir *E. Harland*—continued.

25,098. With regard to the apportionment of the trades engaged; supposing there are a dozen trades engaged to produce an article, such as platers and joiners and others, and the platers as a body make higher wages than the joiners, what then?—I should not like to say that they do that—they do very slightly. Our fitters get 7*s.* 6*d.*, and our joiners get 7*s.*

25,099. But platers as a body of men get more wages?—You mean because there are more of them.

25,100. No; a dozen platers would earn more than a dozen joiners?—Only as 7*s.* is to 7*s.* 6*d.*

25,101. Are the platers not paid by piece?—No, except on this fellowship scheme.

25,102. The platers are generally on the piece, are not they?—No.

25,103. Are they not paid so much a plate?—Under the fellowship scheme they are, but not otherwise. Before this scheme was introduced they were paid by the day absolutely.

25,104. But on the Thames, is not that so?—No, that is not so. I will tell you why, and that shows that this is really not a piece-work system; 30 years ago that was the system and it worked so badly that it had to be put an end to, and for years we have worked entirely on day-work, with the result that there is a certain flatness, because they are not particularly interested in the matter.

25,105. Are you aware that platers elsewhere than on the Thames work on piece-work?—Certainly.

25,106. Could not such a system be extended to other shipbuilding centres as well as to the Thames. That was the reason of my drawing your attention to the platers making more money, as a body, than joiners?—Yes.

25,107. Assuming, therefore, that they make more money than joiners, would not it be difficult for you in arranging the amount of money to be paid for platers on a particular ship, and to the joiners for the same job, to get those joiners to be satisfied with more money being paid to the platers than to them?—Yes, but it would not work out like that; the only reason why platers in your hypothetical case get more is because platers are working by the piece, and the joiners are not.

25,108. I am only referring to the 7*s.* or 8*s.* a week that you apportion?—That would form the standard, and if a joiner received 7*s.* and a plater 7*s.* 6*d.* then you might say their profits would be proportional.

25,109. You mention only 6*d.* in excess which to me is rather surprising. Then assuming (putting those two particular trades out) that there is a class of men who are not quite so lively as another class, might not the men who are more active complain of not getting so much advantage out of the contract as some others?—Certainly, if some did not work as well as others they would not get as much. If it was in the same group, and had

Sir *E. Harland*—continued.

worked well, and half worked badly, the good workmen would very soon complain of the bad workmen, if I understand your question aright.

25,110. That is so. Then, you think, from your own experience, that the system as so far tried by you has not reduced the standard of quality of work?—That is so.

25,111. With regard to the boards of conciliation you have not thrown out any idea of how in the case of serious loss you could in any way recoup yourselves from the workmen?—No, I am afraid not.

25,112. That is to say, it is a case of heads I win and tails you lose?—That is always the case in employment.

25,113. Now, with reference to capital and labour. Is it your view that in the ultimate result, there is no difference, that the interests of the two are identical?—Precisely.

25,114. And that frequently the cry raised latterly about their being antagonistic, would be found in the end to be untrue?—Absolutely.

25,115. In other words, neither the one nor the other can exist independently?—Precisely so.

25,116. You referred to a sick fund, or a combination of sick fund and pension fund?—Yes.

25,117. The more the sickness is, I gather, the less the help is from the employer?—Precisely.

25,118. Is not that rather the opposite to what is desirable?—I think not.

25,119. Do you mean that you had them purely to check intemperance, say, and wanton destruction of health?—Yes, I think you ought to put the premium upon good living and not upon bad living.

25,120. Upon careful living?—That is what I mean by good living—not high living.

Mr. *Gerald Balfour.*

25,121. You spoke also of checking malingering?—It is all included in the same thing.

Sir *E. Harland.*

25,122. You have not had any loss entailed by delays from some of your men objecting to work a little overtime?—No.

Mr. *Livesey.*

25,123. On the question of overtime there were some answers you gave to Mr. Balfour which seemed to imply that if in periods of brisk trade you did not work overtime, but employed a larger number of men, when trade became slacker, it would not tend to glut the market with unemployed?—What I said was this, that you cannot by any action of your own increase the number or decrease the number of skilled workmen, and if you can reduce your hours of employment you employ more workmen than if you keep the smaller number of [illegible]nd work longer hours.

Mr. *Livesey*—continued.

25,124. That is so; but supposing, for instance, we have a time of very brisk trade, and all employers have great pressure of work then, instead of going at the time to any of their men to do the work, they take in extra men, and there is no doubt there are additional men to be found, even in a skilled trade like the engineering trade, then when depression comes there are those men thrown out, and that would produce greater inequalities?—I think not. Of course it is quite clear that in times of depression there is a certain amount of loss, and there must be a loss to the labouring classes. The worst ones will go out, but you tend to level those inequalities by employing a larger number of men over a shorter number of hours.

25,125. Supposing there are 10,000 men employed in slack time, and you want 12,000 men in brisk time, and you allow each of those 10,000 men to make 20 per cent. overtime, that would meet the difficulty of the brisk period, would not it; but if you went and put on 2,000 more men to do the work which would otherwise be done in overtime, you would bring 2,000 men into the trade extra, and when the slack time comes you would have 2,000 men out of work?—Yes, but there is a fallacy in that argument, because, assuming you employ 2,000 men more, the natural result is that there are 2,000 more men in the market, and it is clear also that they are standing out of work during the brisk time.

Mr. *Dale.*

25,126. The suggestion is that to meet a brisk demand, not by working overtime, but by drawing more men into employment would indirectly draw more men into the trade itself?—I am afraid you could not expect that, because as far as our trade is concerned you could only get into the trade through a long apprenticeship.

25,127. Would not it have the effect of drawing men into apprenticeship? The idea just suggested, and which you are invited to offer observations on, is that it would have a tendency to increase the number of persons entering the trade?—Yes; but supposing it is a skilled trade, the result would be that it would have the tendency, you say; but supposing there was a slack time, and they were discharging during that time, then, according to your argument, they would have learned something of the skilled trade, and they would have that extra string to their bow in the battle for life, and when the trade becomes less brisk, and they go out, they fall into a lower rank, but they still have the good that comes to them from having been employed in another skilled trade. It is always good to increase the powers of the workmen from the bottom upwards, and you do that by employing a larger number in a skilled trade.

Mr. *Gerald Balfour.*

25,128. This is an economical question, and I did not think it was worth while to argue

Mr. *Gerald Balfour*—continued.

the point; but there seemed to me to be a fallacy underlying your answers to me?—What is it?

25,129. Perhaps it is not worth while continuing the discussion, but do you not assume that there will always continue to be a number of unemployed in a given trade?—No; I think that is Mr. Livesey's fallacy. I do not assume that. I think in times of brisk trade it is difficult to get men to do the work.

25,130. If you had a time of average trade in which all the men were employed, would not it be better to allow those in the trade to work overtime when trade became brisk, rather than increase their number?—Yes, but your hypothesis is untrue, because I have never known a time when all men have been employed.

25,131. But it might come?—Then we should consider the question of overtime. Let us look at the other side of the question. Why do we prevent overtime, or endeavour to do so? It is because we want to maintain the physique of our workmen, and because we want to give them opportunities of doing something besides working. It certainly is distinctly to a man's advantage that he should not have to work more than a certain time, and I have a strong opinion that he should not work more than eight hours, and if you drive the workman in the other direction you demoralise the nation when you press the argument home far enough.

25,132. That is assuming that the overtime became excessive?—Supposing it reached four hours, I do not think you would find the workmen willing to work for seven hours. They would say they would not work unless you gave them eight.

Mr. *Livesey.*

25,133. Please understand I am not an advocate for overtime, and it was only on the question of equalising the work that my questions were put?—It is rather an academical question

25,134. Of course you recognise the difficulty of the unemployed, and the one great object should be to try and equalise the work, so that men should not be earning large wages at one time and earning nothing at another?—Certainly.

25,135. Now you started the profit-sharing scheme, and you found that is was refused by the men. Is it the fact that they objected to it because they thought it was directed against their Union. I saw that stated in some of their papers?—I think it was mainly mistrust. It was very largely that in the minds of the workmen. Three years ago I think it was mainly mistrust. Many of them have expressed their regret since that that it was not accepted.

25,136. At the time they were suspicious?—Very.

25,137. Now as to your good-fellowship scheme. Why do you distribute the money monthly?—In order to make the thing appreciable to the men. The ordinary workman is paid weekly, and he does not see much beyond the limit of the week, and when you get to the limit of a month you have reached about the extent of his foresight, whereas if you pay once a quarter, or once a year, they would say it never comes, it is too far off; and they would never appreciate it.

Mr. *Livesey*—continued.

25,138. But if you said once a quarter, and the quarter did come, and the money came, what then?—But the nearer you bring it to them the better the effect.

25,139. The less at the time it is likely to be to them also, is not it. Giving them the bonus monthly the money would go to meet their ordinary expenditure, and would not be nearly so much benefit to them as if allowed to accumulate for three or six months, when there was a sum worth looking at?—I do not know. I am inclined to think not. A workman who has not had much experience of large sums, if he receives 20*l.*, he spends it perhaps, and I do not see that it would be always better. I think that is a matter to be worked out.

25,140. Yes; but then could not you go a little further, and offer them some means of investing the money?—Yes, if you read the profit-sharing scheme you will see provision has been made for that.

25,141. But you have not that in the good-fellowship scheme?—No, not at present, because the sum is not large enough to make it worth while.

25,142. But you have that in view?—We have that under consideration.

25,143. To give them the opportunity of investing, and thus becoming capitalists for themselves?—Yes.

25,144. There is another objection to the monthly distribution. In the early months you might make a profit, and in the latter months a loss?—That would be a very unpleasant result. It is quite possible of course, but it would involve that we had mis-estimated the way in which the work was proceeding. We know by experience the value of work at these different stages, or ought to.

25,145. But always towards the finishing of work there are expenses which you hardly anticipate at first?—As I say, we make allowance for that at the different stages of the work. At the end the rates are higher than at the first, of course.

25,146. It does not seem to me fair that the company should take the risk of loss, and the men all the benefit of profit?—I have not mentioned it, but I ought to say that we do make a certain retention. Supposing there is an 8 per cent. dividend earned, we should pay 7½ per cent.; or supposing there is 17 per cent. dividend earned, we should pay 15 per cent., and keep whatever the balance might be in hand.

Mr. *Dale.*

25,147. That is merely a safeguard against loss arising on some contract in the latter stages of its execution?—Precisely.

Mr. *Livesey.*

148. I meant something further than that. ght that as you were giving the men the t of it, that you certainly ought to protect lf against loss?—Yes.

Mr. *Dale.*

149. Not as between the earlier and later s, but on the contract?—But we do that tely because the prices are fixed. Piece-prices are averaged upon the whole thing. d to make some engines for the County il, to be used for their drainage at Cross-nd that engine cost about 2,000*l.*; but the nt parts of that were averaged out down and we found out each month how many parts were completed, and the value of rt at fractions of less than 1*s.*, so that we the values in that way all the way h, and they only come into the valuation y are finished, so that it is quite impossible ou would be in such a position as that ay be paying profits at the beginning of ntract, and making a loss at the end.

150. I thought that Mr. Livesey's inquiry not directed to the question of over-ting profits at the beginning of the job, nding ultimately there was a loss; but ght this question was directed to whether ood to the loss upon the whole job or -They would never make any dividend if was a loss on the whole job, and of course always subject to that now. In the old supposing we took a bad contract, we had to stand to our contract.

Mr. *Livesey.*

151. I cannot see much difference between piece-work. It seems to me a very ed and improved system of piece-work? did piece-work in our yard for years and and it worked so badly that we had to up.

152. This is fellowship piece-work?—You know that the trade unions object to work and they accept this, whereas they not accept piece-work.

153. They object to piece-work I fancy e it enables a fewer number of men to do ork?—I do not think that is the main I think the main reason is to prevent rt of cut-throat competition that comes saying "How much will you take this and so on.

Mr. *Dale.*

154. That is as between one man and r?—Yes.

Mr. *Livesey.*

155. In that case fewer men do the work?

Mr. *Gerald Balfour.*

156. There seem to be two differences n the fellowship system and ordinary ork. First it is associated piece-work, and secondly it is piece-work on a gigantic scale?—Yes.

Mr. *Gerald Balfour*—continued.

25,157. You treat the building of a ship, say, as one job, and therefore your fellowship piece-work is on an enormous scale?—That is so. It is piece-work as I said, and yet it is not piece-work as ordinarily understood. Of course it is what people understand by words that gives the value to terminology.

Mr. *Livesey.*

25,158. But you think it ought to go further?—Yes.

25,159. You want to see profit-sharing introduced?—Yes.

25,160. In reference to the eight hours question, is not the reason why eight hours is advocated, or the object of its advocates, the absorbing of the unemployed?—That is one reason. That is a reason, and that is made a great deal of.

25,161. Is not that the one chief reason?—I think there is an underlying reason besides that which is professed.

25,162. What is that?—I think everybody wants to get as much as he can, and they think they will be able to get nine hours' pay for an eight hours' day.

25,163. Then they object to overtime?—They say they do, but my experience is that if you do not make very stringent rules, overtime is always being worked.

25,164. The individual workman likes overtime, but the advocates of the eight hours' day object most strongly to overtime?—Certainly.

25,165. That is in order to give more employment to the unemployed?—Yes, that is a good reason.

25,166. But they do not advocate the eight hours' day as a standard?—No, and that is a solution I think of the difficulty.

25,167. Your suggestion is to give the eight hours day at the ordinary rate, and another hour or two at a higher rate?—Yes.

25,168. Your eight hours' day is not as to the limitation of work, but is only with the idea of receiving a higher wage for part of the day?—That is the result surely. If you get more after working eight hours, then it is better than working 12 hours for nothing extra; it is better to work overtime for more.

25,169. Is it better to the employer?—No, but it tends to make it eight hours all round.

25,170. How does your sick club system stop malingering?—Everyone who is in the club knows he is paid by the company upon the balances, which are going to be divided at the end of the year.

25,171. It stops malingering in this way that each member—— ?—Becomes his brother's keeper.

25,172. Do they do it?—I think so.

25,173. Your scheme is in fact based upon the slate-club system?—Except that the slate clubs divide, and this has a tendency not to divide.

Mr. *Livesey*—continued.

25,174. You divide but accumulate instead of distributing?—Exactly.

25,175. You really have not started that yet?—No, that is in our view to be considered, but we shall get it started before long—in the course of the next two or three months.

Mr. *Mawdsley.*

25,176. What did I understand you to say was the reason why workmen objected to piece-work?—I do not think I said so. I said that trades unions objected to it.

25,177. Quite so, and I accept the correction?—I think it is because it is found that where there is unlimited piece-work the tendency is that one man is set against another, and they find that is bad for the trade generally.

25,178. Do you think that piece-work is bad generally?—Yes, individual piece-work I think is very bad.

25,179. Where does the evil come in?—It is when everybody is fighting for his own hand. We have seen it in our own yard again and again. Dick has a piece of work set him, and he does not care a bit what Tom and Harry are doing, and he will break his tools even to get his piece through. There is a constant fighting to get through; whereas if you make the whole responsible, each one produces more than if he had been working by himself alone.

Mr. *Mawdsley*—continued.

25,180. Did you think that would case if each man was working practica dependently?—No, not so much so..

25,181. Would you consider that in occupations where each man worked pendently, piece-work was an evil?—only wish to speak of what I know in o trades.

Mr. *Gerald Balfour.*

25,182. Returning to a question I ask as to whether other trades were equally to this scheme with yours, you said yo trade was supposed to be utterly unsuite —Yes, because of the great fluctuations.

25,183. But in one respect your t well suited for it. There are large jo done, and ample opportunity for co-op amongst the workmen employed?—Yes.

25,184. And in that respect your t more adapted to the system than some —Yes.

25,185. Would you agree to that?—Y better able to form an opinion on that am. I do not see why the scheme shou be adopted in other trades, but then I do enough of them perhaps to enable me to with authority.

The witness withdrew.

Adjourned to to-morrow at 11 o'clock.

FORTY-THIRD DAY.

Commission Room, Westminster Hall, Wednesday, 27th July 1892.

PRESENT:

HIS GRACE THE DUKE OF DEVONSHIRE, K.G.

MR. DAVID DALE (CHAIRMAN).

ALD BALFOUR, M.P.
URT, M.P.
ARLAND, Bart., M.P.
EWLETT.
ROW.

Mr. W. ABRAHAM, M.P.
The Right Hon. A. J. MUNDELLA, M.P., Mr. G. LIVESEY, Mr. J. MAWDSLEY, and Sir FREDERICK POLLOCK (Group C.), also attended.

Mr. JOHN BURNETT, Mr. GEOFFREY DRAGE, } Joint Secretaries.

Captain ANDREW NOBLE called and examined.

Mr. *Dale*.

6. You are, I believe, the vice-chairman naging director of Sir William Arm- and Company, Newcastle-on-Tyne?—

7. You are also, I think, chairman of Trades Employers' Association for the of the Tyne and Wear?—Yes.

8. Does that Association's operations ex- er the United Kingdom?—We are affi- to the General Association of Master rs, Shipbuilders, Machinists, Founders, er kindred trades of Great Britain, but duct our business generally without e to them, except so far as we follow s they have laid down.

9. The Iron Trades Employers' Associa- called, has, therefore, as its sphere of ns, the north of England. Am I right —No; we are entirely confined to the d Wear.

0. Then, what industries are eligible for ship?—The industries that are eligible ster engineers, shipbuilders, machinists, s, and other kindred trades.

1. The evidence you propose to give herefore be, I take it, partly in your as such chairman of the Iron Trades ers' Association, and partly as the result of vn large experience in connexion with t works of Sir William Armstrong and y?—Yes.

2. I think, one of the first subjects on you propose to offer evidence is that time. In your district the employers consented to restrictions being placed amount of overtime to be worked in en- works?—Yes, and if you desire it, I

Mr. *Dale*—continued.

shall give you the restrictions that they placed upon overtime.

25,193. Well, we should like to hear what you have to say?—In the arrangement arrived at between the North-east Coast Joint Committee of societies engaged in the engineering trades, and the Tyne and Wear Employers' Association, the following was agreed to:—First, that the employers undertook to discountenance all systematic overtime as much as possible. Overtime was agreed to be paid for at the same rates as at present, but to be subject to the following restrictions: For new work no man was to be required to be worked more than 65 hours in any one week, nor more than 230 hours in any four weeks, calculated from total time to total time; but it was also agreed that when men were working alternate night and day shifts, as they sometimes do in machine-shops, they should, when required, continue working until relieved by men from the incoming shift; this, however, not to become a practice. They shall not be required to work any other overtime. Where commercial repairs were concerned no man was to be required to work more than 65 hours per week, but systematic overtime was to be avoided. Breakdowns in plant or usual shop repairs to be according to previous custom, and therefore exempt from above restrictions, but overtime under this head to be discountenanced as much as possible. I may explain that in the case of a breakdown of machinery a very large number of men may be thrown out of employment. It, therefore, is for the interest of all concerned that such repairs should take place as rapidly as possible. That is one of the rules, and for the purpose of

Mr. *Dale*—continued.

computing their time the following definitions were adopted:—That all work required in the construction of ships, engines, machinery, or other work appertaining to the engineering trade, or work requiring very complete renewal of the same, shall be classed as new work. Converting old engines and supplying new engines to old ships shall also be classed as new work. It was also agreed that all work required in the repairs of ships, engines, machinery, or large work appertaining to the engineering trade that do not require complete renewal, should be classed as commercial repairs.

25,194. Were the employers averse to those restrictions?—No, they proposed these restrictions, and they were agreed to and signed by myself as representing the employers and Mr. Glennie as representing the North-east Coast Joint Committee of societies. I may say that before these rules were adopted, the employers had, at an earlier date, communicated to the engineering societies that the employers disapproved of systematic overtime, and that they undertook to discountenance it as much as possible. It must be obvious, as we pay for overtime at a much higher rate than ordinary day rates, that we are unwilling to employ men on overtime except where necessary.

25,195. What are the chief causes of overtime?—They are many. Among others, there may be, in manufacturing engines or other things, some particular pieces of work that can only be done in one machine. That machine, of course, if it is to keep up with the rest of the work, must sometimes be run for a longer time than the ordinary machines. That is one of the causes. As to other causes, there may be pressure upon a particular repair of a ship; there may have been a breakdown in the ship, and a considerable amount of capital may be waiting for some comparatively trifling piece of work, that is another of the causes of overtime; or there may be pressure to finish a particular piece of work; that is not so frequent a cause.

25,196. Your reference to a particular machine would imply that it would not be convenient that two sets of men, or two men, should follow each other at the same machine on the same work?—Where there is a great deal of work to do as a common thing, of course in that case overtime would not be necessary; you would have a double shift on, and the machine would run double-shift; but it is an exceptional case that I refer to. You would naturally not wish to put on a night-shift, with an attendant staff for the whole night, if running five or six hours extra would do the work.

25,197. In your opinion, then, it is not possible to do away entirely with overtime?—Well, I cannot say it is impossible. All things are possible, so to speak, but it would be exceedingly inconvenient and detrimental to all concerned, to the customer and the employer, and I think, the men themselves.

Mr. *Dale*—continued.

25,198. Then, in a brisk time, when trade is active, would you prefer to work your men overtime to engaging fresh men?—No; when trade is active it is chiefly with regard to machinery that most firms put on a night-shift and if trade were very active—I may speak, at all events, for the firm I represent myself—we would, and frequently do, put on night-shifts.

25,199. Do you think that the restriction of overtime tends to the employment of a larger number of men?—No, I think not.

25,200. Of course, in a brisk time, when trade is active you meet that increased activity rather by drawing fresh men into employment than by making the men already in employment work overtime. That would, during that period, lead to a larger number of men being actually in employment, and in receipt of wages?—Well, in the case I took of a machine you would not, unless you put it on night-shift, and then in that sense it would.

25,201. Can you say what the effect has been in your district of the overtime restrictions recently agreed to?—I have not had a very long time to see the new rules work, but as far as my individual experience is concerned, we have experienced no inconvenience whatever. We were perfectly willing to agree to the arrangements that have been come to.

25,202. I see from the proof of the evidence you have been kind enough to give me that you desire to make some observations upon a statement that you say has been made by some previous witness with regard to discharging a man as soon as he has worked his eighteen hours?—I can only say that I never heard of such a case, and I feel quite sure (I cannot prove a a universal negative), but I feel quite sure that there must have been, if the matter had been inquired into, some other cause for the discharge of the man. No employer would resort to such a very inconvenient way of doing his business. It cannot be to our advantage to change a man.

25,203. Are the agreements between the employers and the men usually carried out loyally by the men?—I think I may say generally, yes; but there have been some notable exceptions to that.

25,204. Do you desire to say anything upon that or not?—Well, I can only give you a case; the agreement as regards the 53 hours' movement has not been adhered to. It was, for example, agreed in any dispute affecting the Tyne and Wear, that the word "district" was to mean the area comprised by the Tyne and Wear, and in such dispute that district was solely to be taken, but in the recent strike that took place on the Tyne and Wear as far as we can find from the published ballots, the Tyne and Wear districts were in favour of adopting the arrangement proposed by the employers; and there was another district, the Middlesbrough and Stockton, called into the question, and it was their votes—they not being in the least affected by the dispute,—which caused the

Mr. *Dale*—continued.

to be continued. In the plumbers and dispute we considered also that the of the engineers in leaving the meeting iolating the agreement which had been to was not justifiable.

205. What is the rule as to apprentices ng overtime?—They are bound by the rules as the men, excepting so far as they nited by the Act of Parliament affecting persons.

206. As to piece-work, in your opinion is work necessary or desirable?—In some ular cases it is necessary; it is also very ary in some particular classes of work. In it is not so necessary; for example, if ave a large piece of work put into a large ne, the foreman knows the rate at which achine should go, and if he exercises supervision he can ascertain without trouble whether the proper amount of is done or not; but in other cases it is nuch more difficult, and piece-work is the vailable means of knowing that you are g a proper amount of work out of the mployed.

207. What advantages do you think accrue men from piece-work?—There are great tages, in that they get a much higher rate y, and that it emphasises the difference en good and indifferent workmen. I may hat so far as I know there are very con- ble differences of opinion between the hemselves on this question. Some are very us to work piece-work; and there is fre- ly a great deal of pressure put upon those re anxious to work piece-work to prevent doing so.

208. Have you found any objection to work resulting from the quality of the ?—Not with ourselves. There is, in my n, no question whatever that at the t date there is not the difference between that existed 30 years ago; men stood uch more prominently then than they do and they had far more inducement to their superiority, whether that superiority question of skill or, in some trades, a physical superiority. I may also point out men who worked piece-work, especially it involved severe bodily labour, worked much shorter time. When time-men went o'clock or half-past 5 o'clock, such men as makers or moulders left very much earlier, half-past 3 or 4 o'clock.

209. You mean they left their work at past 3 in the afternoon?—Yes.

210. When reductions of wages are made, iece-work rates included? — There have exceptions when they have been not in- d, but generally piece-work follows the ate and conversely.

211. Do you think that piece-work tends luce wages?—No, it increases wages. For ple, in the firm I represent, piece-work where there are piece-work rates, run ally something like from one-and-a-half to en above twice their usual time

Mr. *Dale*—continued.

rates, and very rarely below one-and-a-half. In fact, the complaint on the part of the employers is in some cases that the putting on piece simply means putting on of "piece-prices" for time rates of work, and that point has to be looked to very closely.

25,212. Does piece-work affect overtime at all?—In some cases it might; but in such cases as I have referred to as affecting large machines it would not.

25,213. With regard to apprentices, what is your opinion as regards the present apprentice system?—At present in most works apprentices are not bound; in our own works in one or two departments the apprentices are bound, but the general rule is as I say. Our own custom is this: we take on boys as boys, first they go to small machines; if they are found competent they are advanced to be apprentices or go into another shop and to different machines; or in the case of fitters, they go to fitting-work, and so on. The advantage claimed by the employers for this system is that they get boys drafted into other employments who are unfitted for the work. On the part of the lads the advantage is this: if they are not satisfied, or their parents are not satisfied, they have the power of removing them, which they have not under the "bound" system. I think myself that the present system is more advantageous to both parties.

25,214. Is any limitation of the number of apprentices necessary, or in your opinion desirable?—Well, it depends entirely upon what light you look at it in. For the advantage of a particular trade I do not dispute that a limitation of apprentices might be advantageous. For the general advantage of the country I do not know that it is necessary or advantageous. A very great amount of mechanical skill is necessarily learnt when a lad becomes apprenticed and that mechanical skill must be useful to him whatever employment he undertakes. As far as we are concerned no limitation is necessary.

25,215. As a matter of fact are you, by arrangement with the trades union or by having to conform to trades union rules, under any limitation in the proportion of apprentices to journeymen?—I know there have been several strikes upon the question, but there has been no definite arrangement, as far as I am aware, arrived at. In our case we do not find it convenient to employ so many apprentices as even to have raised the question. The proportion of apprentices we employ ourselves is small. We have a certain number of improvers, who are much older men, and who for our particular class of work are more useful.

25,216. Have apprentices serving with a view of going to sea as sea-going engineers to pay a premium?—I never heard of such a thing, except of course, in the case of those persons coming from a different rank of life. Of course we have premium apprentices at our own works, and it is so in most of the great engineering-works. They come from a different class altogether, and do

Mr. *Dale*—continued.

not ever contemplate, I imagine, continuing as sea-going apprentices.

25,217. You desire, I think, to make some observations on what you believe to have been stated by a previous witness, that during the late strike of engineers in connexion with the fitters and plumbers' dispute, 24 per cent. failed to get work after the strike because their places had been filled by apprentices at the machines?—That is not correct. I cannot tell whether the remark refers to what took place at Elswick. If so, what took place at Elswick was merely this. When the strike took place we caused our boys to carry on such of our machines as could be carried on by moving the apprentices, and these apprentices were advanced a little sooner than they would have been under ordinary circumstances. They rose to the occasion, I am bound to say, and did their work exceedingly well. When the strike terminated I refused to put back those lads who had had an advance and distinguished themselves, by putting them back to their old machines or to their old work. In fact, their old places had been filled by new lads. That filling up did not bring us to the proportion of one apprentice in five or anything like it. Hence I simply adhered to the steps that had been taken, and to the extent of, perhaps 100 or so, there are more apprentices in our works than there were before. But unfortunately one of the effects of the strike was that an immense number of men were left without employment. That, combined with the depression of trade, greatly reduced hands (in our own works we have somewhere between 1,500 and 2,000 men less than we had before the strike), but the apprentice question affected the reduction to an almost infinitesimal extent.

25,218. Do you consider that boys' labour is cheap labour?—Well, that depends on the class of the work to which you put them. If you put them to the proper class of work they are unquestionably cheaper, but if you put an untrained boy to a big machine or difficult work, I need not say that this would be the most expensive thing you could do.

25,219. You would not say that boys are employed for cheap labour?—No.

25,220. Is it possible for men, only labourers, to so improve themselves as to become skilled mechanics?—In some things, yes; that is one of the hardships and one of the wrongs that some societies do to men who are desirous of improving their position, but the Societies prevent their doing so. I do not mean to say that the improver, as we call him, especially if he takes the trade up late in life, can ever become like a skilled mechanic, that is to say, that can turn his hand to any class of fitting or machine work, but in the particular works in which I am engaged we have a great deal of repetition of work. We have, for instance, a machine that does one particular thing and nothing else, and we have found that labourers who have been gradually trained and advanced do their work better than skilled mechanics. They devote themselves to one thing and they do it very well, and it does strike

Mr. *Dale*—continued.

me that it is a great hardship that labourers and men in that class of life are to be prevented from improving their position at all.

25,221. Do you mean that certain trade rules now forbid their employment?—Frequently they do. I cite a case in which I gave way because it only affected one particular man; this man had acquired very particular skill in gauging and was as good as, in fact better than many fitters, because he happened to be more accurate and exceedingly careful. It was objected that he was doing fitters' work, and I found other employment for him, but it might have been a great hardship for this particular man.

25,222. Then the Engineers' Society objected to his doing this because he had not passed through the ordinary training?—Yes; he was not a fitter, and they objected that it was fitters' work.

25,223. In your district you have recently had two important labour difficulties raised, arising from disputes between two or more trades?—Yes, a very serious dispute indeed, and one which has affected very seriously both the employers and the men themselves. It is very difficult to describe the injury that has been caused to a very large number of men who were not in the least concerned in the actual dispute. Thousands were thrown out of employment, and the suffering in Newcastle was very great.

25,224. One of those disputes was between joiners and shipwrights and the other between plumbers and fitters, was it not?—Yes.

25,225. Can you give us any particulars?—Well, in the dispute between the joiners and shipwrights that was finally arranged by a demarcation between the classes of work. In that case the Amalgamated Society of Engineers wrote from London a letter of which I have a copy. The shipwrights, if I remember rightly, refused to abide by the award which was made, I think, by Mr. Burt, and the engineers wrote a letter signed by Mr. Austin, the general secretary, which was admirable, and which, with your permission, I will read. It is addressed to the secretary, Mr. Glennie, and it says. "Mr. Watson, our dele-
" gate to your conference at Newcastle last
" Thursday on the joiners and shipwrights' dis-
" pute, laid his report of the meeting before the
" council last night, when that in conjunction
" with your own communication and all other
" documents on the subject were duly con-
" sidered, and gave rise to the adoption of the
" following resolution thereon: 'That we, the
" 'executive council of the Amalgamated
" 'Society of Engineers, hereby strongly urge
" 'the joiners to start work on the lines laid
" 'down by the arbitrator's award, and would
" 'point out to them the danger involved in
" 'their present attitude of jeopardising the
" 'principle of arbitration in the settlement of
" 'labour disputes.' You will perceive from
" this resolution that our council not only con-
" demned the action of the joiners, but is
" prepared to go any length for a settlement of
" the dispute whereby the principle of arbitra-

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shall not be violated." That was their in the case of the joiners and ship-' dispute, but some change had come he management in the meantime, and the fitters and plumbers' dispute took hey declined to submit the matter to tion.

26. In the latter case the Amalgamated was a direct party to the dispute, the former, they were only indirect?—

27. Then the engineers refused arbitra-n the question of the validity of the at the conference?—Yes.

28. And with reference to the plumbers, lid they do?—They agreed to arbitra-

29. Has the award ultimately been —No; it has not yet been given, that y, finally. I ought perhaps to say that, h I believe it was chiefly the Amalga-Engineers who were the moving spirit of pute, still, I cannot say that positively, there were a number of other societies ted with them.

30. It has been said that the employers the plumbers, because they do the work r than the fitters, is that so?—No, there dly be any truth in that, I think. In can say positively there is not, for I point out that, going back 20 years, the ative rates of plumbers' wages in our were as follows: In 1872, the plumbers' and fitters' wages were about the same, , 28*s.* and 29*s.* per week; in 1877, the rs' wages were 32*s.* 6*d.*, and the fitters' 29*s.* In 1882, they stood respectively, d 30*s.*; in 1887, at 30*s.* 6*d.* and 29*s.*, the gure being the plumbers. In 1892, the rs' wages were 34*s.* 6*d.*, and the fitters about 35*s.* These figures show that there an be no object of the employers being our of plumbers. I may add, however, lo not agree in thinking that any attempt trades overlap, to mark lines of demarca-n be attended with success. It leaves most fertile cause of dispute, and it is ible, in my opinion, that the work can be y done, where such lines of demarcation empted to be laid out. I gave my view we agreed to lines of demarcation, the demarcation had been provisionally between the plumbers and fitters them-but I have been told that if these lines arcation were rigidly followed, that you have to shift work in the fitting of pipes in men-of-war from one trade to r, no less than three or four times. It is ible that work can be economically and ne where such a thing occurs. It seems that it is an introduction of a most ous principle, and it can be no advantage er employers or men to take away from eman, who really is the person who would it, the power of deciding, when trades to in extent overlap, what particular trade o any particular job.

Mr. *Dale*—continued.

25,231. What, in your opinion, is the best mode of meeting those difficulties?—Simply to allow, as has been hitherto the case, the employer or his delegate to say to a fitter or a plumber "this is your work, and you do it." It has been the course invariably until now, and, I think, it seems to me, the most reasonable and legitimate course of procedure.

25,232. There are, of course, certain classes of work which would undoubtedly belong to the plumber and to the fitter, but there is a neutral ground which would be common to both?—Yes. I need not say that the plumbers' trade has undergone great changes; the introduction of pipes of various material, copper, brass, and iron, and so on, has made a great change, and, of course, the name of plumber is to a certain extent a misnomer now. But I may add, and I think it ought to be known, that three or four years ago the very work about which this unfortunate dispute took place had been refused contemptuously by the fitters as not being their work. That took place in our works, and it took place, I think, somewhere else on the Tyne.

25,233. As regards boards of conciliation, are employers in your district in favour of conciliation boards?—Yes; they have been in favour of conciliation boards, and, in fact, in the agreement that was come to in the dispute about 53 hours per week, we agreed that it was expedient to appoint a joint board of conciliation for dealing with all questions which may arise in future; we have several times asked the delegates that we have met to adopt this resolution, but they have declined to do so. I have impressed it upon Mr. Glennie myself several times, but he said that they had not seen their way to do it.

25,234. On what ground do you think they demurred and hesitated?—I think Mr. Glennie rather thought that he had the whip hand of the employers, and that he thought he would do better by employing, what I may call coercion than conciliation.

25,235. Have the workmen in your district full access to the employers in order to discuss grievances?—Always.

25,236. And would you admit to an interview, or to any appeal that was going to be made to you, a representative of the Union?—Yes, always. Our rule is, and I have no reason to believe that other employers are different, that if any deputation of our own men, on a question affecting our own works only, apply to us, we always grant them an interview. If it affects the district we say, "No, go to the Association," and the Association are, within certain limits, equally ready to see them.

25,237. You have given, I think, some consideration to the suggestions that have been made for the appointment of a State arbitrator. What observations have you to offer on that head?—We should have no objection to the appointment of a State arbitrator. There is one difficulty. It is rather difficult for a State arbitrator to be acquainted with the technicalities

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either as regards employers or men, of the various questions that are likely to arise, and I cannot myself be sure that a State arbitrator, would appreciate fully the innumerable questions that would be likely to arise. He might, of course, in time become capable of judging upon these points. I can imagine that it was possibly some such question as that which has affected the Amalgamated Society of Engineers, or, at least, the section of the Amalgamated Society of Engineers with whom we have to do, in their objection to boards of conciliation, but I cannot say positively.

25,238. What is your own view as to the best mode of avoiding trade disputes?—I think myself that any proposal from employers to the men should be put to the whole of the men concerned at a ballot, and that ballot might be taken very well under the supervision of an officer or arbitrator appointed by the State. I know privately from a great number of our own men, who have put in on occasions protests when they were obliged to strike, that they are not satisfied altogether with the way that ballots are conducted; in fact, they are hardly said to be fair ballots. I do not mean to impute any intentional unfairness, at all events on the part of those who manage it; but it is not thought that the management sufficiently frees the men from coercion or fear of coercion, and that would be avoided, no doubt, by the appointment of a State arbitrator who would be responsible for ballots.

25,239. That to which you have just referred would not be what might be called the ground work of a scheme for avoiding disputes, but it would rather be the correction of certain irregularities in the system of ascertaining, whenever that may be necessary, the general views of the men that are affected by a question that is pending?—Yes, that is so.

25,240. But as a general scheme for avoiding trade disputes, would your view be the establishment of a board of conciliation?—Yes, I think that would be the best mode. I have seen some propositions made by Mr. Knight (they, of course, might require further consideration); but, as far as I have seen, they have commended themselves very much to me as a basis for avoiding disputes to a very great extent, where money or rate of wages is concerned, and that really and truly is practically at the bottom of everything.

25,241. On the whole, would you consider that it would be better for employers to run the risk of an erroneous judgment on the part of the arbitrator, either selected by the parties or appointed by the State, his award only enduring for a certain limited period, when he might be again called upon, than to accept the alternative possible consequences of a strike?—Speaking as an employer, I think there is a certain difficulty as regards an arbitrator. Any award made by the State arbitrator would be binding upon the employers. If the men are dissatisfied it is not binding on them, that is to say, they can adopt means to evade it. For example, supposing that a

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reduction in wages is ordered, and it does not please the various societies. Well, they need not say they do not approve of it; they can order a certain number of their men to leave work, and take other means of evading the award. The employers, of course, are bound by it.

25,242. Of course the employers would be so bound by an award, whether it was made by a State arbitrator or by one mutually selected?—Yes. The boards of conciliation seem to me a better way of doing it. I would see no objection to the chairman of the board of conciliation being appointed (if you may call him so) a State arbitrator, and he would hear both parties, and help them, so to speak, to an agreement. That might be a way of working the proposal.

25,243. You would observe, I presume, that if it were a board of conciliation without the power of sending to arbitration any matter on which the board failed to agree, then the board would be useful merely up to a certain point?—Yes.

25,244. That might break down every now and then?—They might do it in the way that I understand you to be suggesting, that they should endeavour to meet. Then they might agree to go on with work in the meantime, and if you had their agreements I should not be afraid of the societies. The societies, as a rule, honestly carry out their agreements, but, of course, sometimes the men may break away from them.

25,245. You point out that it would be more possible to secure from employers strict conformity with an award than might be possible from a very large body of men?—Of independent men; that is my view.

25,246. But as against that, would you be disposed to say that the occasions would not probably be frequent when men would repudiate an award?—Yes, I should say that. I should say that if you had such a board of conciliation as you are now suggesting, they would probably settle most disputes, and that if there were a good feeling on both sides certain points might be left by that board of conciliation for arbitration if they could not be agreed upon there and then.

25,247. Has the action of trade unions had the effect of increasing the skill and knowledge of individual workmen?—I think not. The object they have in view, of raising, so to speak, all men—requiring all men to earn a certain wage—has not had the effect of increasing the skill of individual workmen. It may to a certain extent have had the effect of increasing the average skill, but certainly not the skill of individual workmen. It does not allow of the difference in ability between various men being brought out.

25,248. And hence, as the result of your observations, there is more of a dead level?—Yes. There is another evil. When a man gets to a certain age he is not able to do quite the same amount or perhaps class of work. There is a great deal of work that he may do, and usefully, but it becomes the interest of the

Mr. *Dale*—continued.

employer to get rid of that man altogether, whereas in former years he would have been kept on at some class of work, although pos-ibly at a reduced wage.

25,249. As regards the rise and fall of wages, has any proposal been made to the employers in your district with a view of steadying wages and preventing ruptures on account of advances or reductions?—The best I have seen is the proposal that Mr. Knight made, which I have already alluded to.

25,250. I think that Mr. Knight's suggestion was first for the establishment of something that might be called a conciliation board?—Yes.

25,251. His method of adjusting wages or any other questions is as follows: "As soon after the "notice is given as is convenient, we meet our "employers in conference to discuss the pro-"posed alteration. We interchange views at "the first meeting, and if settlement is not "arrived at, we understand each other better "than when we met. We then adjourn for a "few days, when we meet again, and generally "succeed in adjusting our differences at the "second or third conference. When both par-"ties are satisfied that under the circumstances "they have got the best terms possible, the "settlement is faithfully carried out on both "sides." Then the specific suggestion perhaps to which you are referring was this, "We think "some such proposal as the following might be "adopted: 'Let us agree upon a maximum and "'a minimum rate of wages, and let us for "'argument's sake, say that between the "'highest and the lowest rates there shall be a "'difference of 10 per cent., the wages not to "'go above this, nor below it, and between "'these two points the wages shall move 5 per "'cent. at a time, and not less than six or nine "'months shall elapse between a reduction or "'an advance. This agreement to be binding "'for five years, but at the end of four years "'either party shall give the other 12 months' "'notice if they desire any change?'"—Yes, that is what I referred to. I think there would require to be, following what I have said, some riders attached to that to meet particular cases. But such a scheme would have one great advantage at all events to the employers in this way. When an employer undertakes a contract which is to last for, say, two years, or something of that sort, naturally he bases his prices upon the wages existing at the time. But if during the contract wages rise suddenly and without notice, the employer of course suffers a very serious loss. For example, if I remember rightly, between 1888 and 1890, I think I am right as far as the years go, wages of engineers rose 5*s.* per week, and in addition we gave an extra hour, which meant practically 6*d.* more. Well, I need not say that if you had a contract involving thousands of men, the difference in money paid in wages would be very serious, if the time over which the contract extended was long.

25,252. Then generally without committing yourself to details, you would look favourably upon the suggestion of Mr. Knight, which would practically amount to limiting the advances and limiting the reductions?—Yes.

25,253. Working within narrower limits of change, and with longer intervals in regard to the changes?—Yes, I should.

25,254. Have you given any consideration to the question of profit-sharing?—Not much. I am bound to say that in an establishment like our own it would be impossible. One way of profit-sharing of course is piece-rate. That is really profit-sharing. It makes a man feel immediately the effect of his own skill and diligence. But I need not say that, for example, in the firm I represent, where as many as 15,000 men are occasionally employed, that a man may reasonably say that any particular trouble he gives himself, when the advantage is to be divided among 15,000 others, amounts to nothing.

25,255. You doubt therefore whether at any rate in such industries as you are specially representing and speaking of to-day, a scheme of profit-sharing could be established, which would have the effect of bringing home to each man that upon the result of his own effort and skill would depend any supplementary payment?—That is my view if piece-work, which is profit-sharing, be excluded.

25,256. What is the object of a character-note?—Simply to find whether a man is a good workman; and, of course, the rate of wages he has been paid, taking into account the district from which he comes is a fair index of what his last employer thought of him.

25,257. Is it generally used?—It is a rule that it should be used by the employers connected with our Association; as far as we are concerned we use it invariably.

25,258. Is it ever applied in a manner that is intended to indicate the expediency of not employing the particular man on whose behalf the note is given?—By any mark?

25,259. Or otherwise, yes?—I never heard of such a thing. I saw that it was stated that when a character-note was written in red ink it meant that you had better not take the man on. I do not know that I ever saw a character-note in red ink. If I have, its significance failed, as far as we are concerned. I brought half a dozen character-notes up. I believe I have them here (*handing in the same. For specimen see Appendix* 56). I just took them at random, and perhaps the easiest way is to hand them to you, and you will see their nature. The red ink at the bottom means the shop they were employed in, and the wages they were given in the works. At our establishment that is generally settled by the foreman. He does not generally see the note.

25,260. The character-notes seem to run "So-"and-so worked for us such-and-such a period, "in such-and-such a capacity," and "conducted "himself to our entire satisfaction," and "was "an industrious and steady workman." "His "wages were so much." "He left us for the fol-"lowing reasons: 'slackness'; 'services not re-"quired'; 'losing time, but we were rather "'slacker, and he was judged to be less compe-

Mr. *Dale*—continued.

" ' tent than other men' ; ' owing to the strike' ;
" ' own accord' ; ' discharged because he would
" ' not work at lathe that had been worked at
" ' by a member of the Amalgamated Society
" ' of Engineers' " ?—Thus you will observe in all cases the men were taken on, but of course in the case of the man who was discharged for losing time, a note would be sent to the foreman to observe his time. I may also point out that a character-note is the only way in which employers can defend themselves in the event of any further legislation taking place in regard to the Employers' Liability Bill. If we are utterly precluded from inquiring into the character or particulars of any men that come to us, it seems very hard that we are to be made responsible for any accident that they may cause to their fellow workmen. We must be able, it seems to me, to make some inquiry as to the efficiency and training of the men that we engage.

25,261. I suppose the system of character-note in operation in your trades does not bring home to the man to whom the character-note relates what has been said about him ?—Oh, no.

25,262. It is passed direct from employer to employer ?—It is passed direct from employer to employer.

25,263. Has it come within your observation that the firm giving the character-note recommends the non-employment of the man because he was an agitator ?—No, I have never seen such a character-note. I inquired and I was told no such case had occurred. I made reference to our recent strike, and you will observe that those men were taken on about the time of the termination of the strike.

25,264. You believe that the character-notes are confined to that which would be fairly necessary in order to show whether the man is a steady man and a good workman ?—Yes.

25,265. Is there any other point on which you desire to proffer evidence before the members of the Commission ?—No, I do not think there is any further point. I may say that, of course, a character-note is the only means we have for obtaining information, and it does seem to me that it is fair that the character-note should be couched in the printed form as it is. The printed form is well known to everybody, and if we wrote in any other form it would be, so to speak, easier to get information of the character you have been asking about.

Mr. *Gerald Balfour.*

25,266. You say that the restrictions of overtime were proposed by the employers themselves ?—Yes, these particular ones here were proposed by the employers themselves. Of course they were the outcome of a demand to have no overtime at all except for breakdowns.

25,267. They were, in fact, the counter proposals of the employers ?—They were counter proposals, yes ; and they were slightly modified at the interview, but practically these are what we proposed. I think that the proposal we made was 65 hours a week. I think it was a counter proposal on the part of the associated societies to leave it 65 hours a week ; but they made it 230 hours for any four weeks, which is only on an average 57½ hours per week.

Mr. *Gerald Balfour*—continued.

25,268. The dispute between you, so far as there is any dispute, really turns on the question as to what is meant by systematic overtime, does it not ?—There can be no question, I think, as to what systematic overtime is.

25,269. How would you define systematic overtime ?—If you work the whole of the men in a particular trade, say for six weeks continuously, every man or nearly every man, you would call that systematic overtime. There may, however, easily be some overtime. For example, I suppose there is never a day hardly at Elswick where there may not be some overtime, but we never have what we call systematic overtime.

25,270. Supposing you had a job which it was essential to finish within six weeks, and you put the men on overtime for six weeks, would that come under the head of systematic overtime ?—Undoubtedly it would. If you employed the whole of the men employed, or nearly the whole of them, or a large proportion of them, continuously for six weeks, that would unquestionably be systematic overtime. If there was a job of that sort, and it was exceedingly pressing, you would probably put on a night shift for six weeks. That would, of course, employ fresh men. There is practically no overtime in the case of machines where there is a double-shift.

25,271. You spoke of the necessity of keeping a special machine at work as one of the causes of overtime ?—Yes ; you understood the point, did you ?

25,272. I understood the point perfectly. I was going to ask, supposing you kept that machine at work for six weeks, would you call that a case of systematic overtime ?—No, I think not. I should not call that systematic overtime. Of course under these rules you would be obliged to change the men at the machine, and you would probably arrange that.

25,273. But would the men be entitled to call upon you to set to work another machine of the same kind as soon as it was practicable ?—? My point was that you may not have another machine of the same kind. Suppose, for example, it is a very large planing-machine. It may be the only machine in the shop which will take the work in ; then you cannot employ another machine. There are many cases of that sort. Or you could not change from one machine to another, because there would be such waste of time in re-setting the machines, and so on. It is impracticable. The only thing you could do, and it is quite possible it might be done, would be to run that machine double-shift, and then you would have two men. Of course the evil of that is that sometimes you would be running a large engine for one machine only, and you get the engine-men on a double-shift. Of course, if you have the machine working you must have the engine running too.

25,274. It comes to this, does it not, that both the employers and the employed are

Mr. *Gerald Balfour*—continued.

ed to systematic overtime in the strictest of the word, and also agree that in cases al emergency, such as breakdowns, over- is necessary?—That is so.

275. And what remains to be discussed en you is the compromise to be effected en those two extremes?—Yes.

276. There being some cases where over- is desirable but not absolutely necessary in nse in which it would be necessary in the f a breakdown?—Just so.

277. Can you tell me what the feeling e individual men is with regard to over- ?—A great many of them like it.

278. It is the unions that object to it?—It e unions that object to it; and I do not with them in their objection to systematic ime. In fact I object myself to it as gly as possible, for two reasons. First, we much higher rate; and, secondly, you do et the same work out of the men if the ime be excessive. You cannot do it. If you en beyond their strength, they may do it day or two, but they cannot do it con- ly with profit. I consider, and I think most y brother employers share my feeling, that matic overtime is a disadvantage.

279. The unions think that systematic ime is bad for the men, and the employers eir side agree that it is bad for the em- rs?—They agree that it is bad for them or the men too.

280. I think you said that pressure to finish ular work was not with you a common of overtime?—Not where machines are rned, because till recently we had a great er of our shops running on the double-shift m. That employs chiefly, almost entirely, ine-men, not fitters.

281. Does that apply to other employers, ou think, as well as to yourselves? Mr. taker, giving evidence on behalf of the gamated Engineers, said that the prin- cause of overtime was spurts in trade? ere I do not agree, speaking for my in- ual trade. We are more likely to have ime-work when we are not busy than when e busy, because when we are busy we run le-shift.

282. You have no objection to running le-shift?—No, I do not think so. I need not he men like it. They are paid very much r rates. In fact many years ago I tried to permanent night-shift. I thought it was r for the men to have a permanent night- but the day-shift men would not stand it. said they must have a share of night-shift too.

283. You do not find any difficulty to arise giving the same work first to one man and transferring it to another?—You see they e one another at the machines. They are s. The day-shift man as a rule works till ight-shift man comes on, and he takes up ame work, and therefore it does not much er, as far as the work is concerned, whether es it by day or by night.

Mr. *Gerald Balfour*—continued.

25,284. If any fault is committed, is it not rather difficult to apportion responsibility?—Supposing it is done in the night-shift as it generally is, the man perhaps goes to sleep in the night-shift, lets his machine run on when it ought not to run on, the day-shift man will tell the foreman at once when he comes in, and say "the work is spoiled."

25,285. And no dispute or injustice arises in connexion with spoilt work?—No, I think not. The man who follows on is sure to find out if anything is wrong, and takes care to have the blame taken off his shoulders.

25,286. Do you think that is a common experience of the trade, or are you again speaking for your own firm only?—I am speaking for myself only; I should think it would be human nature that a man would not take blame when he knows he can free himself.

25,287. I understand you to say that the curtailment of overtime has not, so far, increased employment, is that so?—Yes, I think so.

25,288. It has not had the effect of absorbing the unemployed?—No.

25,289. Perhaps there has not been sufficient time to judge of its effect in that direction?—No, I think not. In the first place there has been a great slackness of trade since the rules were agreed to, and then we have had a long strike and a great disorganisation of work, and we are hardly competent to judge. I may say that when these rules came out I took the trouble to find out if they would affect us at all, and I found they would not affect us in the slightest degree.

25,290. And experience has confirmed that?—So far; but as I have said it is hardly fair perhaps.

25,291. Suppose the curtailment of overtime did cause an absorption of the unemployed, would it not also cause a larger number of men to be thrown out of employment when bad times ensued?—No doubt it would. If more men were employed and there was slackness, more men would be thrown out.

25,292. With regard to piece-work, have you had any difficulty with the unions in respect of piece-work? They object to it, do they not?—Yes, they object to it. So far, we ourselves individually have not had much difficulty.

25,293. Not much difficulty with the unions?—Not much difficulty with the unions as regards piece-work.

25,294. Do you consider that piece-work has the evil effects which are sometimes attributed to it?—No, I do not.

25,295. Do you think that it deteriorates the quality of the work?—Certainly not; if the work is properly looked after, as it should be.

25,296. Do you think, if piece-work was abolished, that the men would as a class earn better wages?—No, they certainly could not, because piece-work in all cases is paid at a higher rate. The advantage that employers have in certain classes of work is that they do not require the same number of sub-foremen to look after it. The men are interested in it. In

Mr. *Gerald Balfour*—continued.

the next place they get their work through quicker, and quickness always means economy. For example, if a man is at a machine, and he is paid by the piece, he sees that that machine works up to its maximum, or he takes care to do it. He is indifferent if he is not on piece-work. In fitting-work, or other work that does not require machinery, a man who is on piece-work and has greater skill can earn very much larger wages. I have already told Mr. Dale that I think our minimum on piece-work is nearly time-and-a-half and for certain classes of work it goes above double a man's usual rate. That, of course, with a skilful man, is a great advantage.

25,297. The skilful man clearly gains, but my question was not exactly directed to that. I wanted to know whether you thought the workmen generally would gain by abolition of piece-work, or whether they are better off under the piece-work system. Your skilful man obviously gains more, but is that at the expense of his fellows who are less skilful?—No, I think not; because, to give an individual case, if I find, when looking over the piece-rates, that there is a tolerable discrepancy between them, I have a very fair notion that the rates are fair. When I find them all, as I have found them, exactly or nearly exactly the same, I generally reduce piece-rates, or knock them off altogether.

25,298. I understand the contention of the men to be that the larger portion of work falls to the skilful men who are working piece-work, and that there is less left to do for the others?—You mean to say that if a man is not doing his best, that more men can be employed. I grant you that.

25,299. What is the aggregate result upon the class? Do you think it is good or bad?—I think it is bad, as I have already replied in answer to Mr. Dale, to do anything to diminish the natural discrepancy of ability or strength in doing work of any sort, that exists between individual men. Hardly two men are exactly equal, and it is for the advantage of the individual and the country that the talents that he has should be exercised to the best of his ability. It is, I imagine, the strong natural competition that exists between Englishmen that has led to our position being what it is, and if we throw away that advantage we surely will fall behind in the race. In fact there is, in my opinion, evidence of that falling off to a certain extent already. Four or five years ago I was asked by the Minister of Marine in Italy to visit a large establishment at Terni, where a company had expended capital to a very large extent, not very profitably, I believe. I found that nearly the whole of the machinery there, although altogether of original English design, had been supplied by Belgium, Switzerland, France, and Italy. Of the whole of the hundreds of machines there I do not think there were half a dozen made in England.

25,300. You attribute that partly to the action of the Union and to the effect which you think it has of reducing men to a dead level?—Partly. Other nations unquestionably are running us very close in the race now, and I do think it requires, both on the part of employers and

Mr. *Gerald Balfour*—continued.

employed, all the skill that they can exercise to keep their place in the race.

25,301. Then I think you suggested there was a possibility that though individuals were less skilful, and the number of skilled individuals smaller, still the average skill might be higher under the trade union *régime*?—Yes, but I was referring rather to another point. I was referring to the fact that the rules that the trade unions had made had struck out of the competition altogether men who, either from age or failing physical powers, might have had a class of work given to them in former days, which they are not allowed, so to speak, to do now. That is to say, because the Amalgamated Society of Engineers insist that none of their members shall be rated below a certain rate. Of course I am not objecting to their right if they see fit to do it. Many years ago we had numbers of men who had lower rates because they had been old servants and been with us for many years, and they were kept on practically until they ceased to be able to work at all. But now an employer is almost bound, if he looks after his own interest, to discharge men who are not up to the standard of the other men.

25,302. That is because he is compelled by the pressure of the Union to give not less than a certain minimum of wages?—Exactly.

25,303. And do the Unions make no allowance whatever for the case of older men?—No. I think they consider that they look after them themselves, but that is not a point I can speak upon. I can only tell you what is the effect that I find. I have sometimes interfered with the foremen to prevent their sending a man away; they do it on the ground I have named.

Mr. *Dale.*

25,304. Do the unions not permit a lower rate than the standard rate to be given in respect of age?—No, not that I know of. I can only speak of the effect, but as far as I know they have a minimum rate for their members.

Mr. *Gerald Balfour.*

25,305. On the whole then you consider that the action of trade unions has tended to equalise the skill of workmen, and that that has had a prejudicial effect upon industry?—Yes, I consider if a man knows that he is secure of 34s. a week or whatever the rate may be, he will say, "It is not worth my while to endeavour to "improve myself; I am sure of my 34s. if I am "employed at all, and it is not worth my while "to endeavour to improve myself beyond a "certain dead level."

25,306. Do you think that that effect of trade unionism arises principally in respect of the opposition to piece-work?—I cannot say really. I do not know myself why they should object so strongly as they do to piece-work. I suppose it is upon the ground upon which you have asked me some questions. That is, they

Mr. *Gerald Balfour*—continued.

ose that if piece-work be abolished, a larger ber of men will be employed, as would un-tedly be the case in most trades, and that a number of men would come upon their es.

307. Have you two systems of piece-work ur establishment?—In a sense.

308. Absolute piece-work in which the is paid by the actual work that he pro-, and what I may call associated piece-, where a gang is set to work in common?—We have not done it quite so much recently, ormerly we used, in the erection of certain , to let it to a man, and this man employed nber of men who agreed with him. A cer-number of men and a certain number of rers, I am not sure as to the labourers, paid by the piece. We did not interfere e distribution of it, and we paid the head

309. You fixed a certain amount to be paid ne labour upon that piece of work?—Yes.

310. And then if the men succeeded in doing a shorter time they got the benefit of it?—hey did.

311. You say that that system was pur-by you more in former times than now?—a good deal of objection was taken to it e men, and the foremen found it difficult ry it out. It was a very satisfactory way ing the work, and no doubt some of the nade very large profits at it.

312. Some of the men made very large s at it. Was that why the rest objected?. Of course I do not know their reasons ne objection, but I think it was upon the d that it diminished the number of men yed. That is what I understood was the d.

313. And have the Union shown them-as hostile to that form of piece-work as other?—Yes, I think so. I think, rather so. My information upon that point is, of , only second-hand. It does not come from the Union, but only comes from our en.

314. You do not know if their objection simply in consequence of the work being t to a single man who had to make his ate arrangements with the workmen under —I think not. Whether the head man a larger share himself or not I am not sure. uld think it probable that if the operation a large one he combined with some half-other fitters and they probably would , share and share alike. They made their arrangements with the more skilled men labourers they employed, and we never red into what these arrangements were.

315. You never tried the system of making own arrangements direct with the men. s only been done through a sub-contractor? ctically a sub-contractor. I do not know ctent to which such a system was adopted her works. I can only speak of my own. id it very largely at one time.

Mr. *Gerald Balfour*—continued.

25,316. You spoke of cases where skilled men had been prevented from working in consequence of their not technically belonging to a trade?—Yes.

25,317. Is that common?—I think it is. There have been at one time or another a good many disputes about it. We have had several small cases in our works.

25,318. Do you consider it unfair?—Yes, I do. I do not see why every man should not have free power to exercise such ability as he has got.

25,319. Would you consider it generally to the advantage of the working classes that a man should be able to pass readily into a higher department of labour than that in which he has hitherto exercised his skill?—I am bound to say that if you take a closed society, the addition of other members who are not members, so to speak, of the corporation in one sense is not an advantage. I think it is for the advantage of the country generally, but I cannot say that I think it would be to the advantage of a closed corporation.

25,320. You think the trade unions, in their own interest and in the interest of each particular trade, are right in trying to set up trade barriers?—I do not say they are right.

25,321. In their own interest?—If they take their own interest solely.

25,322. But there may be other interests to be considered as well?—Yes, there may be other interests to be considered.

Mr. *Burt.*

25,323. You told us that you had had as many as 15,000 men employed at Elswick?—Not at Elswick alone. We have had as many as 15,000 on our books at Elswick, including also our Italian works at Posruoli.

25,324. What would be about the present number?—I should think we are somewhere about 11,000 or 12,000, perhaps 13,000—no, hardly 13,000,—somewhere between 12,000 and 13,000.

25,325. I think you said that after the strike there were about from 1,500 to 2,000 fewer employed?—Yes.

25,326. Was that diminution attributable to the strike?—In some degree, not altogether, and in some degree also to the depression of trade.

25,327. There had been simultaneously depression of trade?—Yes, and unquestionably the strike had prevented a good deal of work from coming into our district.

25,328. Do you think you lost work, that is that certain orders went away altogether?—Yes.

25,329. Owing to the strike?—Yes, I think so. In certain cases we had to send work away. We sent some work to the dockyards and other places that we could not keep, where the ships of war were kept waiting. It was necessary to have the work done somehow, and we simply parted with the work.

Mr. *Burt*—continued.

25,330. With regard to overtime, I suppose some agitation preceded the arrangement that was entered into?—Yes.

25,331. Was that continued for long?—Not very long. If I remember rightly it was about two or three weeks. The dispute appears to have commenced about March 1890, and appears to have finally terminated in November 1891. There was a great deal of friction during the whole of that time.

25,332. Then was it in November 1891 that the agreement that you mentioned was entered into?—Yes, November 1891.

25,333. And since that time the difficulty has been obviated, and things have gone on smoothly with regard to overtime?—With regard to overtime, I think so. I think it has gone on tolerably smoothly.

25,334. I gather from what you said in answer to Mr. Balfour that the men themselves do not object to night-shift work?—No.

25,335. They are paid higher, are they?—They are paid higher, yes.

25,336. You mentioned among the advantages of piece-work that the workmen get higher pay, that they earn more money?—Yes.

25,337. Would not the employer also derive the advantage of getting extra work for the additional pay?—Yes. He not only gets some extra work for the additional pay, but in addition to that he gets his work much more rapidly carried through, which is a very great advantage.

25,338. And you think with equal satisfaction as regards the quality of the work?—Yes, I think so.

25,339. You stated that the workmen have some advantage over the employer, inasmuch as in case an award should be adverse to them and entirely unsatisfactory, they may leave their employment?—Yes.

25,340. But, on the other hand, would not the employer evade the award by discharging the workmen?—He might discharge the workmen, no doubt; but then in the face of the award he would get no others to come, if he wants to continue his work at all.

25,341. I think you are referring to some concerted action through the trade union withdrawing a portion?—Of course there are a great many societies, and I only gave it as a possible case. It is possible that the societies might honestly agree, but the men might not approve of it and break away from that, and adopt such a course.

25,342. But of course they would be inconvenienced and put to expense by such removal, I mean there would be that check against them?—There is that check. But then, the whole of us, I believe, hold that a strike is a most objectionable and suicidal form of arranging differences. It is quite as serious to the employers as to the employed.

25,343. Although you mention that incidentally, still I understand that you are strongly in favour of conciliation boards?—Strongly.

Mr. *Burt*—continued.

25,344. And if they fail to settle, rather than to go to strike you would recommend that the dispute be settled by arbitration?—Yes. Of course the societies are perfectly aware that the standing expense of the employers is a very serious item. In the late dispute, for example, some of their agents, I think in Glasgow, pointed out that for 1*l.* they were losing we were losing (I forget what they said) I think 10*l.* or something of that sort, and there was a certain amount of truth in that. Employers will always be driven to the wall before they agree to a strike if they can avoid it.

25,345. With regard to the question of laying down lines of demarcation between different classes of workmen, you think that it is hardly possible to do that in a satisfactory way?—Where they overlap I do not think it is possible. Of course I do not mean to say that certain broad lines of demarcation may not be made, but where it comes to trades overlapping, such as in the particular case of the fitters and plumbers, it is in my opinion, of course I am only giving my own opinion, practically impossible, and not only impossible but it leaves such a fruitful source of friction open that it ought to be avoided.

25,346. Evidently, as one has seen by these frequent disputes and strikes, this is a very fruitful source of friction between classes of workmen?—Yes.

25,347. Have you any suggestion as to settling these differences in any way?—No, the only way that I can suggest is the one that has been hitherto adopted, namely, letting the employer or his delegate where they overlap say what particular class is to do it. He need not say which particular class is to do it, he may say what particular man is to do it. That there have been changes in the matter is sufficiently evident from what I said before that the very identical work that was the cause of the strike was refused by the fitters somewhat contemptuously as belonging to the plumbers, quite recently.

Mr. *Trow.*

25,348. What means would you adopt for the enforcement of an award if the Government appoint an arbitrator?—Do you mean upon the men?

25,349. Upon either the men or the employers?—If the employers agree to it, I suppose they could be compelled to adhere to it. If neither party agree, I suppose they would simply say they would not. But if one party agreed and the other did not, I do not see how you could force the men to adhere to the award; I do not think it would be possible.

25,350. But do you think it would be possible to compel the employer if it meant ruin?—In that case then, of course, the employer would simply close his works.

25,351. Then, on the other hand, the men are at liberty to leave if it is not satisfactory?—Yes, they may say the societies have agreed to abide by the award, but we do not approve of

Mr. *Trow*—continued.

ur societies have done, and we will not. my reason for thinking that boards of tion are a preferable course.

2. Would it not be preferable if the interested selected the arbitrator and rather than Government, who knows at all about the trade, selecting him?—said so to a certain extent. I fear the knowledge of technicalities would be a y if a Government arbitrator were ed.

3. But if both employers and representa- f workmen connected with the industry themselves to submit to arbitration, do u think that public opinion would be it to force either party to adhere to an —I think it would have very great and would probably generally answer ose. I am quite of your opinion in that

4. I suppose you are aware that that s been adopted by the iron trade in the f England?—Yes, I am, and with very tory results on the whole.

5. Is there anything further on the r-notes than what the chairman read e men object to?—Will you take them and see?

6. The workmen do not object, I think hing that the chairman read out in the r-note, the objection of the men is to 's wages being placed upon the character- But that is just what I want to know.

7. The objection of the men is not to racter-note with regard to why the man is to his abilities, but they object to the nt of the wages?—You will observe on haracter-notes the red ink shows the he man got.

8. What he received formerly?—No, the hows what the man received, the red what he was rated at.

9. The contention of the men is, that es being on prevents a man getting a ate of wages, although he may have left very purpose of securing higher wages? is an instance which shows that it is not this case this man was receiving 24*s.*, got 26*s.* There are other cases here I say to be perfectly fair. Here is 33*s.* Here is 35*s.* and 34*s.* That is a case duction, and in each case the foreman them first, and if, when it comes to the department to be examined, there is no n to the foreman's rate it is left so. If nd, for example, that a man had been n his previous place much lower than eman rated him at, he would be asked rt of machine he was at, or some inquiry nature; and if it was found that he n at a lower-priced machine, then he e left at the rate the foreman put him the other hand, if at the time wages ing down he possibly might not be rated

10. It is well to call attention to the fact hen lithographic engineers came from

Mr. *Trow*—continued.

Manchester, they stated that if a man got a note from any other districts, where the rate is considerably lower than in Manchester, they refused to give him the Manchester rate, because he had been working at the lower rate in the north of England.

Mr. *Dale.*

My own impression of the character of the objection chiefly taken by previous witnesses of the operative class to the character-note, is not that dwelt upon now by Mr. Trow. I do not mean to say that there may not have been some allusion by previous witnesses to the point that he has raised; but the objection that I thought they chiefly took was, that the character-note was made the medium of warning the intending employer against the employment of a particular man, because he had rendered himself objectionable, as a member of the Union, perhaps, or in some such capacity. That certainly was dwelt upon, and that was what remains in my mind as the chief objection taken. I remember that one witness more particularly advocated, as a precaution against that, that the character-note should be sent through the man himself; in fact it should be a discharge-note which he carried with him, so that he might know exactly what was said with regard to him by his late employer.

The *Witness.*

It has occurred that a workman has given a different rate of wages from what his employer has given, and in that case the character-note has been sent to the foreman to question the man about it.

Sir *E. Harland.*

25,361. I think I gather from you that you object to any limit being placed upon the amount of work which any man may feel at liberty to do if he finds that it suits him physically, and that it is agreeable to him to execute more work in his youth and with his full capabilities?—I do.

25,362. And would you go further, and advocate that young and able-bodied men would act wisely if they went in for earning more money when they were in that condition, so as to provide against the wants of old age?—Yes, that is, of course, so long as they do not injure their health by so doing.

25,363. Do you think that that method of being free to make extra exertion is a means by which working-men may ultimately rise and become employers?—Yes. I could cite innumerable cases in the north of England where some of our most distinguished men have risen from the ranks. It seems to me it would be a great injury to the mechanics themselves if their ablest mechanics were not allowed so to exert themselves as to rise into the rank of employers if they can.

Sir *E. Harland*—continued.

25,364. Would you go so far as to say that three-fourths of the employers of the United Kingdom in the engineering and shipbuilding trades have sprung into existence in that way?—I can hardly say from my own knowledge, but I can say that a very great number have.

25,365. Would you say one-half have?—I really have attended to my own business, and I cannot go into statistics on that point. I can only say that a very large number of them have so risen up, and perhaps that is a sufficient answer to your question.

25,366. But probably, unless they had had that opportunity they would still have been working-men?—Yes.

25,367. With reference to the amount of time now sought to be worked, say eight hours a day, would you compute that if it were carried through as representing something like 45 hours a week, taking into account the five hours for Saturday?—I suppose 48 hours means 48 hours. I cannot say exactly what the meaning is. Perhaps we might take the analogy of the 54 hours' movement. That was a movement for nine-and-a-half hours on week-days, and about six-and-a-half on Saturday. It was called the nine hours' movement, although it was really for a nine-and-a-half hours' day on five days in the week.

25,368. Do you consider that an eight hours' day would practically work out at the very best to a 45 hours' week?—It would be short of 48 hours, but I can hardly say how much. It would probably be about 46.

25,369. Suppose you take five days at eight hours?—I am assuming that they would have five days at eight-and-a-half hours, with probably a diminution on Saturday. I am not sure, as I cannot say exactly what the proposal is.

25,370. In other words, you think it is exceedingly unlikely to be carried through, so that you have not worked the thing out?—I have not worked the thing out, because I think it very unlikely to be carried through. It is not at all within the range of practical discussion.

25,371. With reference to overtime, you, as employers, express your objection to it owing to the extra cost?—Yes.

25,372. Even although there is the advantage of getting more work out of the machinery?—Yes.

25,373. Are you aware that something like 30 or 40 years ago there was what was really a very good instance of systematic overtime where there was an extra quarter of a day worked every day except Saturday?—Yes, I am aware of that, but in those days I do not think they paid at the same rate for overtime that they do now. I do not think that overtime was paid anything extra at all 40 years ago.

25,374. Do you recollect that the two hours were calculated as a quarter of a day?—Is that as much as 40 years ago?

25,375. It is 30 or 40 years; are you aware of that in your district?—I am not aware of it; no.

Sir *E. Harland*—continued.

25,376. Are you aware that that systematic overtime, of which that might be taken as a fair example, came to 71 hours a week?—I am aware that very long hours were worked at that time.

25,377. Do you think that the men were very seriously affected by that?—No, I should not think they were very seriously affected. I have seen some very fine specimens.

25,378. The time was 61 hours without overtime?—Yes.

25,379. So that in view of this eight hours' question now resolving itself, say, into a 45 hours' week, really the country would have to turn out into the markets of the world what they did in the olden days of 61 hours?—Yes; of course you would be at a very serious disadvantage at present with foreign competition where the hours are very much longer.

25,380. Is it your view in your enormous concern where you have to study the markets of the world, that if the hours of work be curtailed more and more, we shall run the risk of putting this country out of the market?—I do. I think it would put us out of the market to a very large extent.

25,381. Do you think that the associations which are urging this eight hours' movement fairly take into consideration the fact that many of the foreign countries which now compete with this have discovered that they possess coal and iron and thus are able to compete with this country, although 30 or 40 years ago they did not know that they possessed such materials?—No doubt.

25,382. I am referring to Belgium and France and other countries?—Yes, and of course America now has developed her coal and iron trade to an enormous extent, and that cuts off much which she used to draw from us.

25,383. And in view of that is it your opinion that the economic capabilities are being so hardly pressed by the shortening of hours particularly, rather than by the increase of wages, as to render it difficult for you to compete with other countries?—Yes. I may mention the instance I cited to you about Terni as a proof of that.

25,384. Do you remember the fact that your great city of Newcastle used to provide locomotives for almost every railway in Europe?—Yes, one or two eminent firms did.

25,385. Do they still continue to provide them?—No. At this moment we are procuring from Scotland steam-engines to engine-ships being built in the Wear.

25,386. Why?—Because we cannot compete. If the engine-builders in the Tyne and Wear get an engine at all they are getting it under cost price. The difference in the rate of wages between ours and Dundee for example, is, I think, as much as 6*s.* or 7*s.* a week, and these places can compete and carry off our own work.

25,387. Could you give that as an illustration of the way in which shipbuilding and engineering has very much left the Thames?—Yes, undoubtedly.

Sir *E. Harland*—continued.

388. Then, it having left the Thames to extent and gone to the Wear and Tyne you are tracing it as having left the Tyne Wear to some extent and gone to the ?—Yes; we trust that is only temporary.

389. But it is the effect of such demands ve been made?—I am quite sure of this, the eight hours' day would be a very s matter for the country, as a whole, if it adopted. Even with the great advantages I admit we have in this country, we t compete with foreign countries if we have lead weight against us.

390. With reference to the objections have been urged against these character- on which might be marked the rate of in the last employ, do you think it is un- nable that you should be advised as to the f wages at which the workman referred to een rated by his last employer?—No; I it is reasonable. I think any reasonable yer will take the particular character of he wants to put the new man to into eration, when he fixes his rate of .

391. Might that be considered as somewhat ous to your going into an office for an and being told by the parties from whom eek an order, the price at which the odity had been supplied to him by some se?—Yes, it is in other words, the best tion of the opinion of the last employer as abilities of the man.

392. And without some idea of that kind, ight perhaps be induced really to do an ice to good workmen, by paying him same rate as an inferior workman?—

393. Then, assuming that there are more workmen than bad, is it not to the interest d workmen that the bad or inferior work- should have adjudicated to him a wage to he is entitled and no more?—Yes.

394. In common justice to the good work- —In common justice to the good work-

Mr. *Mawdsley.*

395. Would you mind telling us (I do not ber to have heard it asked), what is the ion to giving these character-notes to the hemselves when they leave their employ- ?—I do not see any objection particularly ing it to them; but when you employ a number of men you do not know who are. We frequently find, for example, ve are referred to some employer, and when we refer to the employer, we are told ney have no trace of such a man.

396. Are these notes genuine notes?— are the actual notes.

397. Is it not possible for a foreman to a grudge against a man with these notes? foreman does not give these. He has g to do with them.

398. But I presume the opinion of the n is asked as to the man's qualifications?

Mr. *Mawdsley*—continued.

—No, not exactly in that way. There is a book kept in the proper branch, and all these particulars are entered in, and when the character-note is asked for, it is simply a record taken from that book.

25,399. But the foreman gives the information?—No doubt, to answer your question, if a foreman has a grudge against a man, it might affect the character as entered in that book, but we cannot help that. I do not see how you are to help it. You must take the character the foreman gives.

25,400. Has the firm any objection to allowing the men to have copies of these when they leave?—No; I do not think they would. One objection they might have (you are rather springing the question upon me) is, you do not know what may become of them. We make a rule in our establishment of this kind; for example, when a draughtsman leaves us, we refuse to give him a character. You do not know what use may be made of it. What we simply say is "if anybody you go to demands a "character from us we will give it." That is a course we have always followed, and it seems objectionable to give a character to a man in any other way.

25,401. How could a character-note of that description be improperly used? What is the impropriety to which it could be put?—Would your point not be equally met by saying that the man could demand from the employer to see the character-note that has been sent to him. I think we must retain in our own hands the power of ensuring that the character-note goes to the proper person.

25,402. But, speaking unofficially, would you say that you would have no objection to it being a rule in your Association, that, on demand, a firm should supply a man with a copy of his character-note, or that he can see a copy?—Speaking unofficially, I myself would not object, in fact, the character-note is often shown if there is any dispute, to the man.

25,403. But you would not object to that becoming a rule in the trade if asked for?—I do not know that I should. If I was employing a man, I should not myself object to showing him the character-note we had received, but I would not give the man going away the character-note.

Duke of *Devonshire.*

25,404. Are these your own forms, are they general?—These are our own forms (*see Appendix* 56). When a man applies for employment we ask him where he came from, and the name of the firm. He gives us his address. He is taken on provisionally. We write at once to the firm and get these answers.

25,405. You send this form to be filled up?—We send that form to be filled up.

Sir *Frederick Pollock.*

25,406. There is just one point I should like to have quite clear about these character-notes.

Sir *Frederick Pollock*—continued.

I understand there is an objection on the part of the trade unions to the new employer knowing what the man's last rate of wages was?—Yes, and I have said that is exactly the information I want to know.

25,407. I understand your practice is this; the new man is sent to the foreman of the department where he means to work, is he not?—Yes.

25,408. And the foreman enters the rate of wages for him?—Yes, generally.

25,409. The foreman has not seen the character note?—No.

25,410. In fact, that would be before you have a character-note at all?—No. The foreman does not fix his rate till he has worked a week.

25,411. The foreman sees what his work is like for himself?—Yes.

25,412. Then has the foreman anything to go upon when he does fix the rate beyond what he has seen for himself?—No, nothing; he knows the general rate of wages paid in the district, and he judges from that.

25,413. But still, judging by what he knows of the other men in the shop and the general rate of wages, the foreman fixes the rate?—Yes.

25,414. And that is without any reference to the information that you have got from the last employer?—Yes, and for this reason; that the men we may employ come from different districts where the rate of wages is different from the rate existing in our district. Hence, if the foreman took the rate of wages that he had, we will say in Dundee, which is very much lower than Newcastle, the people who have charge of the office know what the rate of wages is in Dundee, and they would take into consideration that in assessing the wage that the foreman had fixed. If they found with that knowledge that there was any marked difference, then they would probably draw the attention of the foreman to it. They would also draw the attention of the foreman if there was any note such as appears in one or two of these notices about losing time, and so on. They would say, "the man has been discharged for "losing time; pay particular attention to his "time." That is what would be done.

25,415. On the other hand, if a man thinks the foreman has rated him too low, would he be able to appeal to any one above?—Generally his course would be this. He would say simply, "I go." There are numerous cases of that sort.

25,416. And if the man wished to rely on the wages he had been getting before as evidence that his work was worth more than the foreman rated it at, I suppose he would tell you that he was getting so much at his last place, and appeal to the character-note, if necessary, to verify it?—They do do that to a certain extent, and sometimes, as I have said (not often), they have given different rates. In one or two cases which we have inquired into it has happened that in large establishments there are two men of the same name.

Sir *Frederick Pollock*—continued.

25,417. So that you may have got the wrong man's rate?—Yes.

25,418. I suppose that does not often happen?—Not often, but it has happened.

25,419. That would be a thing that a man would explain himself?—He would explain it himself, and an inquiry would be made into it.

25,420. So that the character-note, in fact, is really only a check upon your own independent estimate of what a man's work is worth?—Yes.

25,421. And it is a check that may operate sometimes in a man's favour?—Yes.

25,422. And sometimes to reduce the rate fixed by the foreman?—Yes.

25,423. Have you actually had complaints against the use of character-notes in your business?—None, except occasionally in discussions with the societies they have objected to it. They have said that they objected to it, and I have replied much as I have replied now, that we consider it essential for carrying on our business that we should be able to inquire into the character of the men that we employ.

25,424. Do the societies object merely in a general way to character-notes being used in any business, or do they point out any supposed cases of hardship in your business?—The general case that I have understood they objected to was that if a man was supposed to be obnoxious to a particular employer, that, from malice or some other reason, he would be disposed to try and prevent this man getting employment elsewhere. Generally, as far as I know, there is never anything of that sort.

25,425. This character-note is entirely a statement of facts?—Entirely a statement of facts.

Mr. *Dale.*

There are also statements of opinion on the note, Sir Frederick.

Sir *Frederick Pollock.*

25,426. Therefore the only way in which the note could be maliciously used to a man's disadvantage would be by making false statements on it?—No. They might say "this man made himself "particularly troublesome and is an objectionable "character and you had better not engage him." As a matter of fact they do not.

25,427. Of course the reason of the discharge is a matter of opinion?—And it is also a matter of opinion as to his abilities. They say, for example, he is fair or he is very good or industrious, and so on.

25,428. But any serious misrepresentation made in a note of this kind could, of course, expose the party making it to an action?—Of course. In a case of that sort the employer might expose himself, and, if the character were known, he would have to justify it. But of course, character-notes generally are confidential communications; and, except as regards malice, they are privileged.

25,429. But you suggested the possibility of malice as one of the objections that was raised against these being used?—I did not suggest it

Sir *Frederick Pollock*—continued.

430. You said that was one of the points ?—Yes.

431. You never have heard of such a case ctice ?—No, I have never heard of such a

432. It is a matter of opinion of course, you think it at all likely that any con- ble number of employers would risk doing a thing ?—Oh no, not at all. I have ht these, but as a matter of fact they are d entirely as a matter of business. I do uppose I see one in 500, and only then there is something peculiar about it. A or example has been kept on who it is con- d ought not to have been kept on.

433. The point I want to be clear about is; that in fact you always do make own independent estimate through your an of what the man's wages should be ?—

434. And sometimes your opinion is modi- rom the information you get ?—As far as w the foreman does not know at all. The an no doubt will ask the man what wages t; but as a general rule it is not referred e office, and the office do not send these to the foremen unless something particular up, and that is rare.

435. Even supposing the trade unions ed to anybody knowing what wages the ad been getting before, and you adopted riew, you could not prevent your foreman asking the man what wages he had been g or the man telling him ?—You could not nt him; but the men would not tell him, probably be instructed not to tell him if a rule were passed.

436. Of course in the case of a good work- t is his interest to show what he has been ing before ?—Yes.

437. In fact to give the foreman full ulars ?—Yes, no doubt.

438. Is it not the case in several depart- of your works you have the works ng continuously day and night ?—In some tments, yes. For example, in blast-furnaces ust run day and night; there is no help

439. In such a case I suppose the question rtime is of less practical importance, is it —Yes, there is hardly any there. They are d into day and night shifts and they take alternately.

440. So that, so far as your works are of character you would not have had your ion so much called to the question ?—No; me I have said quite frankly is to us, or een to us, a matter of comparately trifling tance except in the matter of breakdowns, hings of that sort.

441. And again as to the question of eight ; have you not some part of your works ranged that there is a constant shift of hours continuous running through the 24 in eight-hour shifts, so that the men get a hare of day and night work in turn ?—I have never considered the eight hours' question yet really as a practical question.

Sir *Frederick Pollock*—continued.

25,442. Is it not the arrangement in some part of your works that there are eight-hour shifts going on day and night ?—No. They take 12 and 12.

25,443. Then you have had no experience of the triple shift ?—No, we have had no experience of the triple shift at all.

25,444. In regard to the effect of trade union rules on individual workmen we may take it of course that the best man's work cannot be made better by any rules ?—By any rules of the trade union ?

25,445. By any rules that anybody can make ? —No, they cannot be improved, but they can be deteriorated.

25,446. To take an extreme case, a man like George Stephenson cannot of course be prevented from coming to the front by any rules that you can possibly make ?—No.

25,447. But should you say that the general tendency of modern trade union rules would have any effect either way upon the opportunities of a man of Stephenson's calibre to come to the front and to become what Stephenson did become ?—Yes, I should think so. Stephenson, of course, was an exceptional man. Some trade unions might have prevented even his rising. But what I do say is that the trade union rules have the effect of making remarkable men less distinguished than they would be. In other words so many would not rise from the ranks and become distinguished men as would if they were left free to exercise their own abilities.

25,448. You think the effect of these fixed rules is to make it less worth the good man's while to do his best ?—Yes. It has the effect, although one does not dispute the benevolent intention of the makers of the rule, of bringing inferior men up to the advantages that ought to belong more especially to men who can distinguish themselves by their capacity.

25,449. On the other hand the rules do keep out absolute incompetence ?—No, I cannot say that. I may be mistaken, but I cannot say that. As I understand the societies will not admit men who from age or from bad habits or so on are likely to become a burden on their funds. But I have no reason to suppose they would refuse to receive any man out of his apprenticeship without much inquiry. They would admit anybody who had served his apprenticeship I think without inquiry. There are exceptions, but I think you may take that as a rule.

25,450. So that the working of the rules is on the whole to secure advantages to the average workman at the expense of the highly-skilled workman ?—Exactly.

25,451. As to arbitration. When both sides have agreed to submit a dispute to arbitration there is, of course, no legal difficulty in enforcing the award ?—No, I think not. There may be in certain exceptional cases, but as a general answer I would say not.

25,452. Is it not general knowledge that you can enforce an award just as you can enforce a

Sir *Frederick Pollock*—continued.

judgment of the court?—You cannot enforce an award upon a large body of men; you can upon the employers. Of course, an employer may, if an award would be ruinous to him, say "I accept "your award, but I prefer to close my works." He may take that view.

25,453. You cannot compel a man to carry on his business?—Exactly.

25,454. You cannot compel the individual man to work?—Exactly.

25,455. If a certain number of workmen individually chose to say "rather than accept "these wages we will go and seek employment "elsewhere," you would not consider that a breach of the award?—No, but it might have the practical effect though of rendering the award of no avail. But, generally, it is as you say. I am not disposed to push that point.

25,456. Is it your general experience that awards have been faithfully carried out in the branches of industry you know of?—There was the case of the joiners and shipwrights' dispute. They overthrew Mr. Burt's award, which was a very fair one.

25,457. Should you say that that case was exceptional or not?—Well, then there was the plumbers and fitters' again. There was a dispute about the award there. But as a general rule, the awards are accepted. I will agree to that.

25,458. Do you think that putting a State official at the head of a board of conciliation would have any considerable moral effect in making people accept its decisions, or would make it work more smoothly?—It might. On one occasion Mr. Glennie, I think it was, rather objected to my being in the chair, and I proposed that we should have the mayor of Newcastle in the chair. I have not the slightest objection myself, and I do not think any of the employers have, to have an independent chairman, and it may be that a chairman appointed by the State would be an advantage; but I doubt if there is any great advantage to be got from it. The knowledge of local customs and technicalities seem to me to be rather more important.

25,459. You think it would work better in practice to do as you did in the case you have just mentioned, to get an impartial person on the spot like the mayor of Newcastle?—Yes; I think it would generally on the whole. But I do not wish to speak decidedly upon that point. I have not given the matter sufficient consideration to entitle me to an independent judgment.

Mr. *Dale.*

25,460. Have you got some system at Elswick under which workmen are enabled to acquire shares in the concern?—When we were formed into a limited company we endeavoured to give the workmen great facilities to join. For instance, we allowed them to divide shares into any numbers, so as to suit the men with small means.

25,461. Joint holdings?—There was a considerable number who availed themselves of the facilities offered, but nothing in proportion to the whole number of men. But there were a considerable number who did take advantage of it. I should think not perhaps more than 50 or 100.

Mr. *Dale*—continued.

Duke of *Devonshire.*

25,462. I am not sure whether, before I came, you stated whether your firm belonged to any employers' association?—Yes. I stated that I am chairman of the Employers' Association of the Tyne and Wear.

25,463. That is a local association?—Yes; but we are affiliated to the general body for the whole country.

25,464. To what is called "The National "Federation of Shipbuilders and Engineers"?—No. It is called the General Association of Master Engineers, Shipbuilders, Machinists, Founders, and other kindred trades of Great Britain.

25,465. Does this Association include most of the employers in the trade?—I can hardly say so. It includes a very large number.

25,466. Is it a recent formation, or has it been in existence for some time?—It has been in existence, I should think, for 20 years.

25,467. I was, before the adjournment, asking you about the association of employers to which you belong. This is the General Association of Master Engineers, Shipbuilders, Machinists, and Founders?—Yes.

24,468. And I think you said that had been formed 20 years?—About that.

25,469. It was not formed then, of course, with reference to any recent trade disputes?—No.

25,470. We have had, I believe, in evidence that an association was established in 1889 called the National Federation of Shipbuilders and Engineers of the United Kingdom?—Yes.

25,471. Is your Association in any way affiliated to that?—No.

25,472. You only belong to that which had been in existence for 20 years?—I believe we have been in correspondence with the society to which you refer, but we are not affiliated to it.

25,473. From the rules of your Association it appears that your main object is mutual protection against the action of trade unions, is it not?—Yes.

25,474–5. Can you give any account of any action which has been taken by your Association?—We have taken a recent action in the case of the disputes between the fitters and plumbers on the Tyne, a dispute in which, as your Grace is aware, the employers, as employers, had nothing to do with, except incidentally. I can, if you desire, give a short abstract of that dispute.

25,476. I think we have had evidence about that. I do not think I need trouble you about that. But have you taken any action with regard to the demands made by trade unions on the subject of shorter hours or increased wages, or questions of that sort?—We have as to increased wages, and generally we meet and discuss them and generally settle them without much difficulty. As I have already given in evidence, during the years between 1888 and 1890 we advanced the wages of skilled men

Duke of *Devonshire*—continued.

about 5*s.* per week, and in all those cases those advances were given without a strike. There was no doubt upon each occasion of meeting the matter was discussed as a rule in a very friendly spirit between employers and the employed. The employers admitted that the state of trade justified a demand for an advance, and the question was only the amount, and how it could be applied with least inconvenience to the employers. We rather considered at that time that the question of the great inconvenience and loss to the employers was not sufficiently considered by the unions. But be that as it may, the discussions passed off without any serious conflict, and the differences were adjusted amicably.

25,477. But has the action taken by your Association ever led to a strike on the one hand or a lock-out on the other?—The only case where we considered we were forced to was in the case of the fitters and plumbers' dispute to which I have alluded.

25,478. But that was not on a question of wages?—No.

25,479. Nor of hours?—Nor of hours. I am bound to say I can hardly think the demand was seriously made, but the Amalgamated Engineers, when we met them the other day, offered to make a concession of wages if we would grant them the eight hours. We told them we could hardly consider that that was seriously meant, and in fact we refused to discuss the question of eight hours.

25,480. But during the existence of this Association I suppose there have been strikes?—Yes.

25,481. Have there been strikes against employers who were members of that Association?—Yes, there was one strike against ourselves. The men demanded that a manager whom they considered to be obnoxious to them should be dismissed. We refused to assent to that, and there was a strike.

25,482. That was between you and your own men?—Yes

25,483 Did the General Association take any action in it?—No, they did not. No doubt if it had not been adjusted they would have taken action. As it was they gave us assistance, I think by refusing to take on men during the continuance of the strike. It was not of very long duration. As far as I can remember it was only a fortnight.

25,484. But would it be within the range of operations of the Association under any circumstances to use your organisation for the purpose of a general lock-out with a view of putting pressure upon any particular trade union?—It might be, I cannot say. Such a case has not arisen.

25,485. Are the greater number of men in your employment members of a trade union?—Not the greater number of men, but the greater number of skilled men are in the trades union. We had the proportion roughly given in a recent strike by the number of men who gave notice. Of the skilled men in our own works, I think about 60 per cent. gave notice, although some of them gave notice under protest and said they did it under pressure. That left about 40 per cent. of the skilled men whom we assumed were not in societies.

25,486. Generally speaking, the great majority of the skilled men are members of the Union?—I think so. I should say that; but they vary greatly, not only in different towns, but in different works.

25,487. In your own works?—In our works the ratio is about 60 to 40 of skilled or semi-skilled men.

25,488. You claim the right to employ non-union men?—Yes, undoubtedly.

25,489. Have you any information as to the influence of the trade unions upon the work? Do you think the fact that a large number of your men are backed by a more or less powerful union, tends to improve or to deteriorate the character of the work?—I think on the whole, as I have already given in evidence, that the action of the trades union is to extinguish, or at all events to diminish, individual excellence. I think they have in a certain degree raised the wages of inferior or mediocre workmen. In fact, although I am merely expressing an individual opinion, the freer all workmen are from restrictions as to their labour, the better for them and the country. I am giving my individual opinion. I do not want to bind others.

25,490. Does the existence of trade unions tend to a very considerable division of the work between the different classes of workmen?—That is a recent development. It did not formerly, but there have been recently what I conceive to be a number of very injudicious disputes, arising from an attempt to interfere with the discretion of the employer in awarding work where two trades overlap.

25,491. The rules of trade unions endeavour to distinguish very minutely between the class of work which may be undertaken by different classes of workman?—Yes.

25,492. And is that in your opinion useful or injurious?—Injurious.

Sir *E. Harland.*

25,493. Just to follow up his Grace's remark to you about that. The splendid old millwright, who used to make patterns and almost make castings, and make some of his own forgings, and ultimately get steam up and start the engines, could not exist now with the trade unions?—The old millwright, the most useful class of man almost that existed, has almost absolutely disappeared.

25,494. The men who, many of them, founded the great centres of engineering industry of the Kingdom?—Yes.

Mr. *Dale.*

25,495. Have you some special scheme at Elswick for meeting the provisions of the Employers' Liability Act, or dealing with the provisions?—Yes, we have. The men with have contracted themselves out of the Employ

Mr. *Dale*—continued.

Liability Act altogether. They have done so, under a certain arrangement. In the case of every accident that has happened in the works, whether it has been the man's own fault or not, he receives a certain rate of pay while he is incapacitated from work, and the amount and various details are regulated by a committee of which two-thirds are appointed by the men and one-third are appointed by the employers. On the other hand two-thirds of the funds are contributed by the employers and one-third is raised from the workmen. All cases of accident in the works are dealt with by that committee, and in all cases the men receive a certain amount of

Mr. *Dale*—continued.

subsistence during the time they are ill, man is incapacitated a certain amount o down which is determined by the co to which I have referred.

25,496. Was that scheme brought a cordial agreement between the parties The terms we offered were thought to be fact, favourable to the men and we ne any resistance to it.

25,497. The scheme exists probabl printed document?—Yes.

25,498. Would you mind sending a the Commission?—No; I will do *Tabulated Tables.*)

The witness withdrew.

Mr. ALBERT EDWARD SEATON called and examined.

Mr. *Dale.*

25,499. You are, I think, the managing director of the Shipbuilding and Engineering Company, Limited, Hull?—I am.

25,500. That company is a member of the Iron Trades Employers' Association?—It is.

25,501. And are you vice-chairman?—No; I am on the executive committee of the Iron Trades Employers' Association. It is the same Association which Captain Noble spoke of.

25,502. What is the relation of what you call the Iron Trades Employers' Association to the General Association of Master Engineers, Shipbuilders, Machinists, Founders, and other kindred trades of Great Britain?—The Iron Trades Employers' Association is the abbreviated form which that Association is generally known by. It is always spoken of by that name.

25,503. The longer title is abbreviated to the Iron Trades Employers' Association?—Precisely.

25,504. We have had from Captain Noble, this morning, a great deal of evidence upon matters with which the Iron Trades Employers' Association concerns itself, but, of course, the exact operations of the Society, or the exact conditions under which it works may not be the same at Hull as at Newcastle; but perhaps you would kindly direct your evidence rather to that which is special to your district or to points that Captain Noble may not have dwelt upon, so that we may not detain you unnecessarily?—Captain Noble, I think, did not make it quite clear to the Commission that the Association, as an association, does not interfere with the question of wages. Each district has to settle that with the men. That is to say, if there were a dispute in our district on the rate of pay, and a strike ensued, we should have to work the strike without assistance from the Association. But if there were any question of principle involved, as between employers and employed, then we could appeal to the Association to take the matter up.

25,505. Then in your district are there other members of the Iron Trades Employers' Association?—Yes; nearly the whole of the employers belong to it.

Mr. *Dale*—continued.

25,506. And have they a kind of lo bination?—Yes, we have a local branch tion. Nearly every local employer is a of the branch association.

25,507. So that there is an associatio an association?—Yes.

25,508. I think it would be more co if you would proceed to speak to tho which you think it desirable that yo bring before us?—The first question t my agenda paper is that as to overtime. shipbuilding and engineering trade, as it, overtime on new work is only resort cases of absolute necessity, inasmuch general price obtainable for ships and m does not admit of paying more than the rate of wage for the work to be don only in some special cases, where a would be obtained without competit where a high price would be paid in get a quick delivery, that any shipbuild be warranted in working at a highe wages than the standard of his distri amount of overtime worked by the *em* my own company on new work is triflin here a return showing it (*handing in t*

25,509. I think we need not take it i just give it generally?—I will give you l haps, the result. The percentage is ex small, and we have never been accused might be called systematic overtime on n although we had an arrangement made *employés* on the subject. In 1890 in t yard, on day work, there was l $\frac{1}{10}$th per cent. of overtime worked; s July 1891 to 1892 it was 1·05 per ce time; so that it is trifling.

25,510. Have you had double-shif unfortunately; just at the times whe busy and we want to turn out t smartly, the rest of the trade is engag same operations, and we cannot get We some time ago endeavoured to g men, to work the ordinary day-shift, experienced great difficulty in doing could only get inferior men, in other w

Mr. *Dale*—continued.

between spring tides and neap tides, we often save three or four days by getting a ship off at the back end of the spring. So that as a rule I may say that we only resort to overtime when necessary, and the bulk of it is in order to keep our engagements as by contract or by custom. That is, in the case of repairs, we are always supposed to do them as quickly as possible. I may add that we have always found the men very willing to work such overtime as we may require of them, and also that there are in certain trades, in the iron shipbuilding trade for example, certain men that never work on new work, and won't work on new work. They prefer to work two days and a night continuously, and rest the remaining part of the week, to going on new work, and working steadily on for a seven or eight hour day.

25,515. Would you pass on then to the question of piece-work?—We do very little piece-work in Hull. The bulk of it is in the shipyard in the iron-department, and in the boiler-shop. In other words the working of piece-work with us is almost entirely limited to members of the Boiler-makers and Iron Shipbuilders' Association. We do a little amongst the smiths, but it is inconsiderable as compared with that done in the shipyard. We believe in the system. Perhaps our basis for believing in the system is that it is the only class of work of which we know the cost beforehand. In estimating for a ship we have to deal with all kinds of trades, and the one trade that we can estimate for with almost perfect accuracy, is the iron-work, the building of the hull by the iron shipbuilders. The bulk of it is done by piece-work, and on a scale agreed upon by the masters and the men; therefore if there is any discrepancy between the estimate and the cost, it is very easily detected and arises from causes that are easily explained. I may say that if in an iron-shipyard, the boiler-makers worked on the same system as the other trades, shipbuilding, certainly cheap shipbuilding, would become an impossibility; we should have to resort to plans that are adopted in one or two favoured places, of working on a percentage system, in fact we should never know what to estimate for a ship. We know at the present time what our labour is on the engines, where the men are working under cover and under supervision; and where there are no disturbing elements, the cost of engines to-day similar to those that were made three years ago is higher, although there has been no change in the rate of wages.

25,516. What is that owing to?—The men do not put their backs into the work as they did formerly.

25,517. Then the piece-work system existing in your shipbuilding yard, does that find expression in an arrangement with the individual man or with two or three men working together, as distinguished from an arrangement for the whole of the plating, say?—We generally let the plating of a ship to a squad of men; that is to say, there

Mr. *Dale*—continued.

are six or eight platers possibly, they form an association or company, and will take the plating of the whole of the ship at a price that has been arranged by their Association beforehand or in accordance with a schedule. The only reason for dealing with the squad is that they undertake the whole work of the ship.

25,518. The platers' helpers would be paid by the platers, would they not?—That is so in our district.

25,519. And that would not be shown in the contract?—Not that we know of; that is a matter between the helper and the platers. We pay the platers so much a plate, and on Saturdays he pays his helpers, we believe, according to time.

25,520. Then what do you desire to say about the character-note; or if you have anything further to say on piece-work, do so?—I could say a great deal on the piece-work question. The general supposition has been that piece-work amongst the boiler-makers and iron shipbuilders of necessity leads to scamping but we find it is the reverse; we find there is free exercise for the skill of the men, and they naturally use their wits how to do the work expeditiously and also satisfactorily, inasmuch as both our foremen and the surveyors such as Lloyd's surveyors and the Admiralty surveyors, would not pass bad work. The men know that the work has to be up to a certain standard, which varies even under the same nominal inspection. For example, one yard a ship that is built to class 100 at Lloyd's is better than in another yard, where the ship has obtained the same class. The superiority generally consists in the finish and look of the thing.

25,521. So that your experience is that piece-work, having regard to the operations of your firm to which this piece-work applies, having regard to the inspection of your own firm and the inspection of the Lloyd's surveyors or whoever may be inspecting the ship, protects you against any scamping?—Yes, in fact the balance of the contract is not paid until the work has been passed.

25,522. Then as regards the character-note what do you wish to say?—I have here three months' notes (*see Appendix* 54). This is a batch taken off the file of our character-notes for three months.

25,523. Is that the same sort of form we have had already?—I think it is a little different from Armstrong's, but substantially I think it is the same.

25,524. I see you forward your own form to the late employer?—Yes.

25,525. And you ask him to fill it up?—Yes.

25,526. So that, although it comes to him from you by post, it really bears impress of your own firm as having sent it out to be filled up?—Yes, that is so.

25,527. And the form is: "—— has applied to us for employment," whatever the name may be, "as a ——, and states that he was last

Mr. *Dale*—continued.

" employed by you in shop No. ——. Will " you kindly answer the following inquiries " with regard to him, and return the same at " your earliest convenience? Was he employed " in the above capacity? How long was he " with you? When did he leave? For what " reason? Was his conduct satisfactory? Is " he a good workman? What wages did you " pay him? Is he at present free from any " engagement with you?" Then there follow general remarks, and there is a place left for them, if any?—We send that form out, and I have brought the whole lot that we have received for the past quarter, so that you may see if it is used to the detriment of the men in any way, or if any unfair advantage is taken of them. I think you might take that as a sample. We get inquiries not only from members of the Iron Trades' Association, but from nearly every large employer of labour, including the railway companies, and even the Royal Dockyards and Ordnance Works make inquiries now.

Mr. *Mawdsley.*

25,528. That is when they come to those places for work?—Yes, that is when they came to those places from us. We have never, to my knowledge, marked a man, nor have we had a man marked to us in return. I see there is one, and I think it is there; at any rate, I remembered we had one written in red, but it was simply to state that they did not know the man.

Mr. *Dale.*

25,529. You have heard, of course, what Captain Noble said, both in the evidence he volunteered and in that which was elicited from him in cross-examination, on the subject of character-notes?—Yes.

25,530. Have you anything to add to that?—I think it is a mistake on the part of the men to suppose that the rate of wages, as mentioned in the character-note, as a rule, affects the rate we give them on engaging them, for this reason, that in our district we have in every trade what is called a standard wage. In other words, it is the minimum wage at which we engage an able-bodied man, so that whatever he has been paid elsewhere, he starts with us at the local minimum wage. That is given him by the foreman before this note, in fact, comes. In fact, the foreman sometimes never sees those notes at all. They generally pass through my hands, and unless there is something in them to call attention to, they do not go to the foreman at all. They go to the manager of the department, and he keeps them. The rate of wages we like to know, because we think it is the safest index to the character of the man as a workman; that is to say, we know from our Association the standard rate of wages paid in every town in Great Britain, so that if a man comes to us from almost any district, we know what the standard rate of wage in that district is, and that he would have had it. If we find he is below the standard rate of the district and he is a trades union man, we know there must be something wrong with him there, but we do not judge him by that; we let him have a week's work, and form our own judgment on him. If, on the other hand, he was a highly-paid man, he is often selected to go on to work of a more important character, and that is a guarantee of his fitness. Whether a man be good, bad, or indifferent is a matter of opinion.

Mr. *Dale*—continued.

25,531. Ultimately would you say that the man whom you retain in your employment would find his own level of wages?—Yes, his own level. I have never known a case of a man's wages being affected adversely by one of those notes.

25,532. Now as to the limitation of apprentices, what do you desire to say on that subject?—I have something to say on that on a point that has not been raised. The boiler-makers' allowance of 1 to 5 men is not in our opinion sufficient. I have read what Mr. Knight said on the subject, and it is most interesting and instructive, and generally speaking, I think he has suggested a basis of calculation that is satisfactory, but there is no allowance made for the number of apprentices that do not pursue the trade afterwards. It does not occur in the boiler-making so often as in the other trades, but it does occur even in the boiler-making trade sometimes, and the fact that the trade is an expanding one, has to be taken into account. The tendency in the shipbuilding trade is as far as possible to make everything of iron or steel. Steel is the metal now used for the deck-houses and almost every part of the ship that formerly was of wood is now as far as possible being made of metal, so that even in our own country there is an increasing demand for boiler-makers. For engineers the demand is undoubtingly an increasing one, because so many men who have served an apprenticeship as an engineer get engagements with firms in which it is only an acquaintanceship with engineering that is required. A man may get a commercial appointment in which his knowledge of engineering is valuable. I know many instances in which men have given up following the profession to go into business without their engineering knowledge being of any use to them whatever; but there is no doubt if you take the number of men employed or engaged in a trade, and the number of apprentices on the employers' books you have not a fair gauge of the condition of affairs. Now, in our own places very few indeed of our engineer apprentices continue with us as journeymen; they almost invariably go to sea, and we are dependent on neighbouring towns for our supply of journeymen. At one or two towns in our neighbourhood the rate of wages is much lower than our standard rate of wages, and that causes the men to come to us, leaving the place where they have been brought up. As I say the number of apprentices that generally is found in an

Mr. *Dale*—continued.

employers' works is not sufficient to keep up the supply of his men, so that we really look to the other places where they have large numbers for our supply.

25,533. What conclusions do those considerations bring you to?—That the restrictions that are proposed to be put are unadvisable both in the interests of the trade itself and of the men, both in the interests of the employers and employed, and in the interests of the country. I know that we have never had a complaint about our apprentices. We have rather a smaller number than is usual, but that is more in consequence of being good policy on our part not to have apprentices' labour, inasmuch as the bulk of our work is such as apprentices could not tackle. Now there are some workshops where almost the whole work in the place can be done efficiently by apprentices; for instance, in tank-making. There is not a very large amount of skill required in tank-making, so that if I found a tank-maker with four apprentices to one journeyman I should not think it was an extraordinary thing, and I should expect some of these apprentices to drift off into shipyards where perhaps there is one apprentice only to seven journeymen. That is equally true of other trades.

25,534. Then with regard to the rise and fall of wages between certain limits, what do you say?—We happen to be a district that illustrates the advantage of Mr. Knight's proposal. It has been the custom with us for the 20 years that I have known it to have very small oscillations in the rate of wages. We never in bad times go down to the lowest pitch; we never squeeze our men to the lowest possible wage they will take, and on the other hand we have always found them very reasonable in very good times in not pressing us to give them the very highest wage. 10 per cent. really measures the variation in our district. We generally have two rises of 5 per cent., two falls of 2½, and one 5, or both of 5; but the variation in our district, you may take it, bears out what Mr. Knight has said, and a consequence is that there are no such extremes of pressure of work and absence of work.

25,535. So that you think that a practical limitation in the range of wage is desirable?—Very desirable, and very possible. Until about three or four years ago, we had an arrangement with all the trades in our district to give and take three months' notice of variation of wage and variation of conditions of work, and that worked most satisfactorily for all concerned. We were enabled to know three months beforehand of a change in wage, and therefore we did not commit ourselves to tenders that would mean a big loss if we had to work on them with a higher rate of wage; and on the other hand, the men did not come in for a reduction in wage so soon as they would otherwise have done. This was terminated initially by the Amalgamated Society of Engineers, who, during the time of the Sunderland strike over the apprenticeship question, gave us notice to abrogate the rule.

Mr. *Dale*—continued.

To-day we have only one trade working on that system. These are the shipwrights.

25,536. Then what do you say as to boards of conciliation and arbitration?—We formed a board of conciliation in Hull on the initiative of the Chamber of Commerce. We invited the Hull Trades and Labour Council to co-operate, and although I was not on the original committee my name was added to it almost immediately after its formation. I found that the secretary of the Chamber of Commerce and the members of it generally were in ignorance of the fact that some of the largest societies did not belong to the Trades and Labour Council. I pointed out to them that the Amalgamated Society of Engineers, the Iron Shipbuilders and Boiler-makers', the Moulders', and, I think, the Steam-engine-makers' did not belong to it, and therefore had been omitted. I got letters written to them at once, inviting them to co-operate with us; I do not think they all replied, and those who did said they would consider the matter, but we never heard anything further from them. The consequence is that our Conciliation Board in Hull has been elected by representatives of all the other trades except the ones I have named, and the representatives of merchants and various employers of labour. Therefore if we had a dispute with the Amalgamated Society of Engineers or with the Moulders I doubt if they would admit of the present Board interfering.

25,537. Therefore this was a conciliation board for the district?—Yes.

25,538. And not for a particular trade?—No, for a district to deal with any questions that came up between the employers and employed.

25,539. Then, as a matter of fact, has it acted at all in regard to your trades?—Never. It has never been appealed to.

25,540. Then would you look with more faith upon a conciliation board that had to act within a district for any of the important trades of that district, or for all of them, than upon one which was confined to a particular trade?—With most of our trades unions or with a great many of them at least, we worked very amicably and never had a serious dispute. We met over a table and discussed our differences, and generally settled them without resorting to a strike or any *force majeure* whatever. With some other societies there is a totally different disposition shown. It begins with a stand-and-deliver sort of notice of a rise of wages. The whole discussion is carried on in rather an acrimonious spirit. If we meet a deputation it is not long before the discussion begins to take an angry tone. With those I am afraid that a strike is almost the only thing one can look to. In fact, I do not want to specify societies, but there is one society that we almost reckon to fight periodically.

25,541. Would you recognise the union officials?—We always do, and treat with them both as heads of firms individually, and as a body through our Association. I may say we in Hull are on most friendly terms with the repre-

Mr. *Dale*—continued.

and we are constantly having little skirmishes before getting things patched up again. The joiners and shipwrights have now, I believe, a court of arbitration of their own, and they have published a list of work, which I have here, as agreed between them (*handing in the same*).

25,550. Of course, you are aware that a federation has been formed?—Yes.

25,551. But that has not been joined by the Amalgamated Society of Engineers, has it?—It is not the Federation I am speaking of. This is an agreement between the shipwrights and joiners to refer all subjects of disputes between them to a board consisting of equal numbers of their members. The first big strike between shipwrights and joiners occurred in our yard, because the shipwrights claimed to have the fitting of an engine-room skylight in place. That occurred in 1889 when we had a six or seven weeks' strike with the shipwrights. I proved to them most conclusively, although they harked back on the subject again, and tried every possible means that they could suggest as a possibility of finding out what was the practice, that it had been done by the joiners for the last 17 years. They at the outset agreed that if I could show anything that was a practice for 10 years in the district, they would abide by it. I showed them that this very thing had been done for 17 years, but still, in spite of that, they said, "Well, if a certain "skylight is put up by the joiners, we come "out," and the joiners told us that if a skylight was put on by the carpenters they would come out. I endeavoured to bring the two societies together. We had illustrated in that case the difficulty of settling all disputes between trades. They could not agree as to an arbitrator or chairman. If he was a technical man, one side or the other challenged his impartiality; then one side suggested members of other trades that were entirely dissociated from shipbuilding, and who therefore did not know the technicalities of the dispute whatever; they were going to agree to those, when I pointed out to them that if they were to abide by the suggestions of such an umpire as a brushmaker, as they were going to do, they would only be opening up fresh ground for further disputes. In the end I got them to agree to a list; that is to say, the representatives of the joiners agreed to a list drawn up in conjunction with the shipwrights; the latter came back to work. Then we discovered that the joiners themselves would not abide by the decision of their own committee, and they went out for four or five weeks.

25,552. You have heard the view expressed by Captain Noble, that it would be impossible, with convenience to the trades interested, to define absolutely the line of demarcation between several of those trades, where work may be really covered by either of them?—I think it is impossible; I have gone into the matter, and therefore I speak from personal knowledge, and I say it is most difficult to work out between two kindred trades a line of demarcation that is to apply next year if it is to apply to-day.

Mr. *Dale*—continued.

The conditions change from time to time and the circumstances are different, and they alter your arrangements; then you have at once to begin to open up the whole question. If you make a hard and fast line, and neither of us is satisfied with it, then that of itself becomes a source of dispute. I think Captain Noble's suggestion is the best one, that it should be left to the good sense of the foreman to decide on the spot which particular trade or man should do the job, and they should not be continually bickering between themselves as to who should or should not do a particular class of work.

25,553. What do you say as to the settlement of disputes between workmen and employers?—I think that in a dispute between employers and employed there should be an impartial go-between, whose interest it will be to see peace effected and justice done, and then we should be in a better position than we are in now that is to say, that some one (I do not say how appointed), agreed upon by both parties, could attend the meetings of the masters, and put before them the views of the men and moderate the views of the masters who were disposed to be fightable. This same individual could attend the meetings of the men, and put the views of the masters before them fairly and justly; then I think most disputes would be amicably ended between employers and employed. Then when the men had had put before them justly the state of affairs and the different propositions of the employers, if a ballot were taken, as it is for the election of a town council, we should have very few strikes.

25,554. Therefore what you suggest is a mediator?—Yes.

25,555. Who should pass from one body to the other, and endeavour to bring them together?—Yes.

25,556. And to reconcile their differences?—Yes.

25,557. And therefore you suggest that wh[en] it becomes necessary for a ballot to be taken o[f] the men, the mode of conducting that ballot a[nd] the supervision of it should be under this in[de]ferent person who has been acting in the matt[er]—Precisely. For example, in the strike I sp[oke] of just now, the excuse for not taking the bal[lot] was that the ballot boxes were lost. Well, a h[at] or any receptacle could have been used to ha[ve] effected the ballot; but the excuse given to [me] was that the ballot boxes were lost.

25,558. You think that a strike is sometim[es] provoked or continued by the biassed judgme[nt] of the majority of the men affected?—Yes, I think so.

25,559. Those, I think, are all the points which you desire to be afforded an opportuni[ty] of giving evidence. Is there anything more?—I should only like to add that some trad[e] unions have a machinery of such a kind as almost avoid strikes. For example, althou[gh] there have been strikes amongst its membe[rs] from their acting without consulting their office[rs] we never have a serious strike with the boile[r]

Mr. *Dale*—continued.

and iron shipbuilders, because, in the ace, they have a very good arrangement rs, and then they have a powerful body lquarters, that has considerable control ir branches.

0. Would you just give the official desig- of the body you now speak of?—The ve council.

1. But what is the Society?—The Boiler- and Iron Shipbuilders' Society. We rely have a serious dispute with them, all cases of dispute between ourselves and nbers of that body——

2. Mr. Knight's Society that is?—Mr. 's Society. In cases of dispute we almost bly write to Mr. Knight; that is to say, local secretary either cannot or will not th the matter as we think he should, the cretary of our Association reports it to ight, and Mr. Knight sends an officer to rict, a delegate generally, who takes up tter, and the whole thing is dealt with ly, and we have always found them most tory in their methods and firm with en. That is to say, that when they have what the men have to say and all that we say, then if they have judged that their rs are in the wrong and we are in the they insist on their men going back to n the conditions that have prevailed; and s where it has required some further dis- they have often sent their men back to we offering to make any alteration ective.

3. You think that the avoidance of strikes s very largely upon the constitution and ip of the men's Union?—Yes, on the s and constitution of it; that is to say, quite understand that if the secretary an of conciliatory manner, he does not matters worse by coming to see us and ing matters; but if, on the other hand, he opposite of that, then very often a little l irritation is introduced into the dispute, at widens the breach. But, taking it ly and leaving the personal element out, the Boiler-makers' Association is the fficient machinery for governing their own nd regulating the relations between them- and their employers. We find it so, e never have a dispute with them worth ning.

Duke of *Devonshire*.

4. Can you give us any instances of the which has been taken in any case by the rades Employers' Association?—Do you s a body supporting a local branch?

5. Instances of any action taken by the tion as an association in trade disputes? for instance, if there was a strike at stle-on-Tyne——

6. But anything that has happened?— n the case of strikes that have happened, advised of them, and we then avoid members from that district; that is to

Duke of *Devonshire*—continued.

say, the members of the trade affected. Supposing the Amalgamated Engineers had a dispute at Newcastle, if we could we would avoid taking their members from that district; that is to say, supposing we applied to the local secretary of the Association for a dozen fitters, and he sent them from Newcastle, we should object to take them.

25,567. Whatever may have been the cause of the dispute?—No; it would have to be one affecting us as a whole body; I should modify my expression in that way.

25,568. If a dispute were merely a trade dispute, what then?—We probably should not take them, but that would not be a thing that affected us.

25,569. You would probably not take them?—We probably would not take the men, but we are not bound not to take them; but if the strike were one that affected us as a body, that is if there were some principle involved——

25,570. Then you would abide by the rules of the Association not to take them?—Yes, not to take them.

25,571. Have occasions of that sort frequently occurred?—No, very seldom.

25,572. Has it been nccessary in any case to resort to anything in the nature of a general lock-out by members of your Association?—No.

25,573. Are the greater part of the skilled men in your employ members of the trades unions?—I think every man in the place is.

25,574. Every man?—I think we may have one or two fitters who are not, but with that exception I think the rest of the men are trades unionists.

25,575. I suppose you certainly claim the right of employing a man whether he is a trades unionist or not?—We claim it, but we do not benefit by it, because the men will not work with them.

25,576. The men will not work with them?—No.

25,577. They have practically an established rule there that all men employed must be members of the trades unions?—Yes, that is so.

25.578. What effect in your opinion has the fact that a man belongs to a trades union have on the character of his work?—I agree with Captain Noble that the individual effort is lost; and I have always maintained that the insistence on a standard rate of wage tends not only to deteriorate the men themselves but to lessen the rate of wage. Of course the men work with one object, and we have another. I quite admit that the tendency of the men's policy is to force on us the employment of their unemployed; for instance, the 1·6 per cent. of the Amalgamated Engineers that are unemployed in good times are men that we would not have at any price. They are men that really are not fit to do the commonest work in fitting. If the trades unions exercised more discretion in taking their members in, then we should admit their plea for a standard rate of wage, but we do not admit that they do exercise that discretion. In other words, when an ap-

Duke of *Devonshire*—continued.

prentice is out of his time he is almost invariably taken into the societies. It does not matter much whether he is a good, bad, or indifferent workman; he is enlisted in the trades union.

25,579. You say you do not admit their claim to a standard rate of wage, but practically you are obliged to admit it?—We do admit it; but I only say we do not think it is good policy on their part to do as they do, and I think it would be better if they would let us pay the men who are inferior, or the men past work, a lower rate of wage, and then let us give, as we are quite willing to do, a higher rate of wage to the most skilled men.

25,580. Do the unions object to a higher rate of wage being given to the highly-skilled men?—Theoretically they do not, but practically they do. In practice if we have done it it has caused a great deal of discontent amongst the other men.

25,581. And a claim would also be raised for themselves?—It generally tends that way.

25,582. You consider the policy of the trades unions in that respect an injudicious one?—Yes, certainly.

25,583. Then what do you consider the legitimate limits and actions of a trades union?—In the first place, of course, a trades union has to be, or at least the original ones were, benefit societies. That is to say, they supplied their members with funds when they were sick, they buried them when they were dead, they gave them pensions when they were past work, and they helped them to find employment in other places, and things of that kind, which, of course are most commendable. I also think that a trades union is exercising its legitimate functions in defending its members from tyrannical conduct on the part of the employers. I think that there have been in the past undoubtedly bad employers. I do not deny that for a moment.

25,584. Do you admit the advantage to the workmen of combination and organisation?—Yes, quite so, protection.

25,585. But you object to the hard-and-fast rules that are laid down?—Yes, I do not like those cast-iron rules at all; they are equally bad for the workmen and employers.

25,586. In the evidence which has been given before the Commission it has been alleged that in the case of many unions they have enforced good work being done and they are even prepared to compensate employers for bad work. Is that the case?—Yes. The Boiler-makers' Association certainly acts on that principle. For instance, supposing we had some scamped work that was only found out afterwards by accident, supposing one of our overlookers had failed to detect scamped work we should not hesitate for a moment to send for the district representative and put the matter before him. I am glad to say we have had no cases of the kind that were worth our taking the trouble, but if we did they would order the work to be re-done at the cost of their member.

Duke of *Devonshire*—continued.

25,587. Then you have nothing to complain of in the Union's methods of conducting its business there?—No.

25,588. Their practice as well as their rules does ensure the enforcement of good work?—Yes. You see we pay them for good work and they cannot complain if we exact it, and the proof that they can afford to do it is the wages they earn. I have here some statistics showing the rate of wages that our men earn at piece-work and what they would have earned if they had been working time-work, so that we think that as they earn good wages they should have no complaint to make if we insist on good work (*see Appendix* 55).

25,589. What are the hours generally worked in your business?—Fifty-three per week nominally. We do not average that, the men do not keep it. We average a little over 50 or 51. The men to a large percentage lose Monday morning.

25,590. What would be the effect of any reduction in the hours of labour?—Do you mean the nominal hours from 9 to 8?

25,591. The Eight Hours' Act.—I do not think we could work it at all. There is no doubt that it can be put before us in a very tempting way, as it is done occasionally. We are told that we could do away with the breakfast time and the consequent broken time before and after breakfast. That undoubtedly would be a positive gain to the employers. We know that our breakfast-hour is nominally three-quarters of an hour, but we really, in actual practice, lose about an hour-and-a-quarter from the men being restless just before knocking-off time, and from their not settling down quickly afterwards. But, on the other hand, if the eight hours were introduced and work was commenced at 7 o'clock or half-past 7 o'clock, say, we should have the men coming either on an empty stomach or with insufficient food. We know that in theory a man can take his breakfast at any time, but in practice there are many men who cannot eat a meal immediately after rising, and men who have been accustomed to rise at half-past 5 and take their breakfast at half-past 8 would not take at all kindly to having it immediately on rising. These, again, are domestic matters, but I think they bear on the subject. Young people who live in lodgings would have a great difficulty in getting their landladies to get up so early in the morning to give them their breakfast. And I speak rather feelingly on this point because I have experience of it. When I was apprenticed the time was 6 in the morning for commencing, but that was changed, and the commencing-time was fixed at 7; the result was that I had a great deal of difficulty in getting my breakfast and a great deal of difficulty with my landlady. But, generally, putting aside the domestic part of the thing, it stands to reason that inasmuch as the tendency of the day is to do everything by machinery, and as machinery in nine hours will turn out 12½ per cent. more work than in eight hours the loss must be 11⅑ per cent. in going

Sir *E. Harland.*

25,607. I think you mentioned to us that all the men employed in your works must practically speaking really be trades unionists?—Yes.

25,608. Otherwise, if there were some man who turned out not to be a trades unionist, to whom you had given a job, when the other men found he was not a trades unionist they would not work with him?—Yes, I have had instances of that.

25,609. Now assuming that the trades unionists are at liberty to do that, do you think that it would be as reasonable for the employers to form such an association so that no man should start business on his own account unless he also was a member of your Association?—I am afraid we should have difficulty in following it out, but it is a logical conclusion all the same.

25,610. Would you think that an equally fair thing?—Yes, it would be logical.

25,611. Have you ever known such a case?—No, I have not.

25,612. That is to say, if on the one hand you have known a case of a workman being not allowed to start in the event of his not being a trades unionist, on the other hand you have not known any employer object to other employers starting business because they have not been members of your Association?—We have in Hull a gentleman who does a considerable amount of repair-work. He is not in our Association and he is what the British workman would call a knob-stick; he will not join us because he objects to the fees. His men get the benefits of the rises that the trades unionists get from us, but on the other hand, he gets all the benefit of the reductions that we manage to get from the trades unions; but whenever we have a strike on and our men are standing out, he gets a lot of our work, and very often takes away some of our customers from us; I have pointed out to the men and said "You do not allow us to have knob-sticks, "but you encourage this one and work for him "when there is a strike on."

25,613. You have not boycotted him have you?—Not in the least.

25,614. So that while you feel you are unfairly dealt with by the men on the one hand you yourselves do not resent it by saying that he shall not compete with you?—No, not at all.

Mr. *Mundella.*

25,615. You have been asked whether there is any boycotting of employers who are not members of the Employers' Association, but do you consider that at all on an equality; do you think there is any fair comparison between an employer in an employers' association and a workman in a workmen's association?—I have put the case, I think, by illustrating our difficulty in Hull, and I say that whereas the men have all the advantages of their own Association, this man has all the advantages of our Association without the disadvantage of paying his fees; the men work indifferently for him and for us.

Mr. *Mundella*—continued.

25,616. Quite so, but that employer, although he is not a member of the Masters' Association, is practically an unit in himself if he employs 1,000 men say, and those 1,000 whom he employs are members of a trades union, otherwise there is no equality?—I do not quite follow you.

25,617. He is undoubtedly complete in himself, and he employs 1,000 men?—Yes.

25,618. And the 1,000 men must be on equal terms, and they must not deal with him as units, but must deal with him as an association. That is the difference?—He is an unit as an employer.

25,619. And he knows his own men and makes his own terms?—Yes.

25,620. Then the circumstances are not on all fours, are they?—Not quite on all fours; it is the case of the goose and the gander, you know.

25,621. No, I beg your pardon; it is not a case of the goose and the gander. However, you said in the course of your evidence that you thought it was exceedingly desirable there should be a mediator or a go-between in case of dispute, an impartial person in the confidence of both sides?—Yes.

25,622. To negotiate between or to conciliate the two parties?—Yes.

25,623. Have you formed any idea in your own mind how this impartial person, this mediator, should be appointed or arrived at?—Well, I do not like Acts of Parliament, and I do not like Government interference, otherwise I might suggest that it should be done in the way. I am not prepared to formulate a scheme at the same time I see difficulties in doing it any other way but by legislation.

25,624. You think a mediator or conciliator is exceedingly desirable?—Yes.

25,625. But you do not quite see your way to his appointment otherwise than by making him an official appointed by the State?—No, I should not object to it, only, as I say, that I always prefer these kind of things to be more arrangements between employer and employed than to be always looking to the Government to do everything.

25,626. It would be much better, you say, that the conciliation should come from employer or employed, or from both sides, and should spring voluntarily out of the relations of the parties?—Yes.

25,627. But rather than this should not exist you would prefer an official mediator?—Certainly.

25,628. Do you think that an official mediator so sent from some department in London would be received satisfactorily or willingly by both sides?—I think he would if he worked something on the plan of Captain Noble of having equal numbers from each side as assessors with him.

25,629. Appointed by whom—the assessors to be appointed by the State?—If he had four assessors, two appointed by the men and two appointed by the employers. The object of the

Mr. *Mundella*—continued.

s, I should say, is to make him acquainted
e technicalities of the particular trades
as with the local circumstances.
0. Then I gather that you are not wholly
rable to an official mediator assisted by
sessors appointed by masters and men
vely?—No, I do not object to that at

Sir *E. Harland.*

1. Just to follow that, do you look upon
ggested mediator as an arbitrator, or
one endeavouring to make terms?—I
think it is any good making him an
or, because there may be truth in what
Noble said, the men, I think, would not
loyal to an agreement they did not
of. The masters are but human, but I
ne chances are that they would be more
compulsion in doing so than the men.
ing why I have not much faith in the
y board of conciliation is that if they
a decision, just as some arbitrators have
past years, it is satisfactory to neither

Mr. *Mundella.*

2. Have you ever tried it?—Tried

3. Have you ever had a board of con-
in operation in Hull?—We have one,
ody applies to us.
4. That is not one established as between
and men, is it?—Yes.
5. One that you have that nobody
to?—Yes, certainly. I have described
evidence.

Mr. *Dale.*

6. I think the answer is "No, not in
ndella's sense"; it is a district Board,
one between employers and employed
cular industries?—I beg your pardon.

Mr. *Mundella.*

7. It is not a voluntary association
by employers and employed?—It is
y, inasmuch as the labour members of
chosen by the labour associations and
rs were chosen by the Chamber of Com-

8. It originates with the Chamber of
rce then?—Yes.

Sir *E. Harland.*

9. Just to pursue further this suggestion
conciliating individual proposed to be of
ment appointment. Do you say that
ould be any advantage in his holding a
ment post, for that as against a similar
ial to be mutually chosen between the
peting parties?—The difficulty is always
ing a choice. We have had many cases
h there has been a similar discussion, and
ither ended in choosing no one or in the
eing an unfortunate one, that is, choosing
o has not known the technicalities of the
I think, myself, that he need not be a

Sir *E. Harland*—continued.

special officer. For instance, in the case where there is a stipendiary magistrate there is no reason why he should not act; or the principal officer of the Board of Trade of the district, there is no reason why he should not act. Anyone, I think, whose official position commands respect and confidence would answer the purpose; he is more in the nature of the outside chairman who has been spoken of by some other witnesses.

25,640. Supposing that such an individual were appointed by the Government, how could he possibly have the slightest local knowledge or the slightest knowledge of the thousand different kinds of trades into which he would have to inquire?—That is precisely why I suggested the four assessors, so that he might on all questions of technical and local matters be advised by them. I quite admit that it is most difficult; the subject of arbitration and conciliation is as prickly as a porcupine; you are met with difficulties on all hands when you approach the thing practically. I have had personally to do with the matter, and know some of the difficulties. In these labour disputes of trade between trade I have tried to act as mediator myself. I have met them separately, and used persuasion and every possible argument, and then when it has come to formulating a scheme of settlement the hitch has always been as to who should settle it, who should be the chairman with the casting vote.

25,641. Perhaps the local president of the Chamber of Commerce might be just about as good a man?—Yes, but they would not have him, because they would say, "He is a master, he is an employer," which he probably is in some indirect form. On our committee of conciliation, the chairman happens to be the chairman of the Chamber of Commerce, and the deputy-chairman is the chairman of the Trades Council. He was proposed as chairman by the men themselves, and then we, of course, to return the compliment, proposed the chairman of the Trades Council.

25,642. What was the result of that?—Well, we have done no business so far—nobody would come to us; we are standing in the market-place and waiting for orders.

25,643. Probably the next dispute may be referred to the individuals whom you have mentioned?—Unfortunately, the only dispute in which it could have been referred to was with a trade in which the president himself was engaged, so I think the men fought shy of us. It was in the seed-crushing trade, and the president of that year happened to be a seed-crusher.

25,644. Referring back to this question of the employer who was outside your Association in Hull, suppose that a number of you in the shipbuilding or engineering were seeking an order in the city here, would you object to tender for a certain work because you had found this other employer was also tendering?—Oh, dear no.

25,645. You would be quite willing to compete against him although he is not one of your Association?—We go in for free trade entirely.

The witness withdrew.

Mr. Arthur Coventry called and examined.

Mr. *Dale.*

25,646. You are a partner of the firm of Messrs. Smith and Coventry, Manchester, engineers and tool-makers?—Yes.

25,647. You are kindly going to proffer some evidence on a few of the points that the previous two witnesses have spoken to at considerable length. The first I think is overtime. Perhaps I ought to begin by asking you: your firm I presume is a member of the Iron Trades Employers' Association?—Yes, we are members of the Iron Trades Employers' Association.

25,648. Now as so overtime, what have you to say?—I may say that contrary to the experience of Captain Noble and Mr. Seaton, who have given evidence, overtime in the trade with which I am connected is much more of a custom, I have no doubt due to the fact that the body of the men employed is a more compact body, and does not change so quickly; the growth in the different works is very gradual and slow, the works get filled up with as many men as the space will accommodate, and to meet the demands of pressing trade, overtime is very often very continuously worked. I should say that any rigid restrictions on the working of overtime would press very heavily upon young growing firms. They would thereby miss the opportunities of taking work at remunerative prices when trade is good, and they would always be competing against low prices, and they would miss the great benefit which overtime gives them of getting a large turn-out when business is good, and it is practically upon the large turn-out that the extra profits are made, because the costs of the fixed expenses of such works form a very large proportion of the cost of production. It is not entirely the wages that are the great consideration, but it is more particularly the fixed expenses, and if the turn-over can be made large in proportion to the size of the place the profits are good; and we have in our trade not to look so much to the profits of any particular year as to look to the profits of an average of years. We know that when there is a great pressure we shall make large profits perhaps for one or two years, and then we may have a series of years in which the profits will dwindle down and be comparatively small, and if we are debarred from making hay while the sun shines, we shall be rather in a poor case.

25,649. I understand that evidence rather to point to this, that pressure comes and goes intermittently?—Yes.

25,650. And if you were to seek to meet the occasional pressure by an extension of your works, that would lead to the extended buildings and to the machinery placed in the extended buildings being frequently idle?—Yes.

25,651. Capital would be lying for certain periods unproductive and unremunerative?—Unproductive and unremunerative.

25,652. And rather than that, you would pay the higher rates that overtime requires?—Certainly, and we find it is profitable to do so.

Mr. *Dale*—continued.

25,653. Those would be the two modes in which periods of alternate depression and activity would have to be met?—Yes.

25,654. Either by an extension of works and machinery, which would have to stand idle in the period of depression, or by leaving the works at their measure of ordinary capacity?—Yes.

25,655. And employing overtime at an increased cost?—Certainly. I think I have nothing further to say upon overtime.

25,656. Then in regard to this overtime, with you it may be described as, if not systematic, at any rate much more systematic than in the case of the two previous witnesses?—Yes, that is so.

25,657. Then are you experiencing any difficulty on the part of the men in working overtime or on the part of their Union in permitting it?—No, there is no objection at the present time. There was an objection some little time ago when there was a question of lowering wages. The contention was then that if the times were so bad that wages must be lowered, the overtime must cease, and it was a fairly reasonable contention; but we personally have had no difficulty of that sort.

25,658. Of course there is a third mode of meeting that of which we were speaking a minute or two ago, and that is a night-shift?—We do not find a night shift is practicable in our business.

25,659. A night-shift or second shift, in fact—We do not find that practicable, and we find that the work is of a character that requires great accuracy, and we do not find that we can turn night-men on to do the work with any advantage. The night-men spoil the work the day-men have been doing.

25,660. Is that chiefly because it is night work, or because it would mean that another man would have to go to the work that a predecessor had been carrying on?—It is partly that another man cannot take up the work where the first man left it, and it is also due to the fact that you cannot supply a sufficient number of the qualified men. They do not exist, and therefore you cannot find them. If we were to attempt to work night-shifts, we should have to make shift with a very inferior lot of workmen, and those are practically the men, I suppose, that the unions want to get into employ. I mean they are the men that have been failures; there always are a number of failures in life, and they are the men, and the old men who have been turned out of work because they are not competent to earn the minimum rate.

25,661. Then the next point on which you desire to speak, I think, is piece-work?—Piece-work, as a rule, in the tool trade we find popular with the men, in fact, so much so, that it would be quite impossible for us to keep the best workmen unless we did work piece-work. The tendency is for all the day-work shops to be denuded of their best men. As soon as a man finds he is competent to earn more than his neighbour

Mr. *Dale*—continued.

about for an opportunity to get into a where he can work piece-work and where make more money. It is quite a necessity trade, it is the custom of the trade.

32. Is piece-work, in your opinion, desir- the grounds on which it has been justified previous witnesses?—Distinctly, yes; we e get more work and we get good work. pervision is required in the works as to ails of carrying on the work. That is to extent compensated by a considerable of supervision being required to see that lity of the work is there, but we do not y difficulty in getting the quality.

33. As regards the character-note?—As the character-note, I have nothing to say it except that I have never known it to in any invidious manner. Our forms of er-note are very much the same as those ve been exhibited to you by the other nen who have given evidence, and generally sider that a character-note is one and the eans that the masters have of meeting the and fighting them, and we think it is fair for the trades unions to find fault he employers for refusing to help to find ds to be used against themselves, which rently what they wish to do, to get the ho have gone out on strike into work, in that they may be finding funds to keep ers.

34. What is your reason for speaking of aracter-note as a document for fighting ion?—It enables the masters to ascertain r they are employing a man who has left k on account of his being on strike.

35. Whether they are going to employ a ho left his work because of a strike?—

6. Are not the cases in which the character- made available for that purpose small as ed with the cases in which it serves other es?—Very rare indeed, but still there is ver there.

37. Do you attach much importance to aracter-note for that purpose?—Partly t purpose, and partly for ascertaining the g of the man. With reference to the on and the fall of wages, or what you ll the minimum rate, my experience would , except under very exceptional conditions, ot be maintained without entailing cor- ing loss in other directions. My expe- points distinctly to this, that the less ed labour has advanced more in price he more protected labour. I have com- he rates which were paid in our works last 20 years, and I find that labourers s ago had 14*s.* a week, they now get 18*s.*; achine-men, who up to within the last four years had no trades union, received *s.* to 22*s.* a week, and now they get from 28*s.* The fitters and turners, who are s of the Amalgamated Society, which is y one of the strongest societies existing, s ago received 32*s.*, and now receive 34*s.* the general average rate. That points

Mr. *Dale*—continued.

to the fact that the less protected labour has advanced more than the protected labour. I think those are the main points I wish to bring before you.

25,668. Do you infer from that that the rise in wages has not been the result of artificial pressure brought about by the Union, but the result of natural causes?—Distinctly.

25,669. Which operate even where the Union is not existent for the purpose of pressing it?—Yes, and operate more favourably towards the men where the restrictions are less.

25,670. You do not suggest that the Union has practically limited a rise in wages, which would otherwise have taken place?—I think it is very possible.

25,671. In what way?—I think the action of the trades union in fixing rates prevents the employer doing as well for his man as he otherwise would. He has always before his mind the fact that if he increases the rates in his works above those of the works around him there will be a demand at once made to raise the standard of all the other works round him up to his standard, and also to raise the men in his own employ who are not getting the higher rates up to the higher rates that he gives, and, in the country, I think the action of the trades unions certainly tends to equalise the wages of all the men. You get the inferior man getting a higher wage, and the superior man getting a lower wage than he otherwise would do.

25,672. But the illustrations that you gave just now were illustrations of the average man?—Yes; that is what they call the general rate. In our own place we should have one or two men who are getting a little higher than the 34*s.* that I gave you as the rate for fitters, but it is given for some exceptional reason, and an exceptional reason is always given where that advance is made. It is not given as an ordinary rate, it is given for some exceptional purpose. A man may be given some charge over two or three men or something of that sort.

25,673. I do not think you have made it quite clear in what manner the action of the Union, which is, of course, naturally directed to raising wages, defeats its own object, and, in your opinion, has tended to lower them?—It is only my opinion, you know. As I said, I think the knowledge that the Union will act to raise wages, if the master first initiates it, always prevents the master from initiating and thereby prevents him from doing as much justice as he otherwise might do.

25,674. You mean he is afraid to offer the inch that he thinks he could give lest he should be compelled thereby to give the ell that he cannot afford?—Precisely.

25,675. That is your view?—That is exactly the point.

25,676. Have you had any strike in connexion with your firm of late years?—We have never had any personal dispute with our men at all. We have had one or two small cessations, but it has been due to outside influences, and generally because we have not moved quite quickly

Mr. *Dale*—continued.

enough in the direction in which other masters have moved, but nothing that would give me any experience in strikes at all.

25,677. Have you any suggestions to make that would tend, in your opinion, to the better relations of employer and employed?—I should say a committee appointed by masters and men, with an independent chairman, would be as good a suggestion as could possibly be made, but I have not given much attention to the subject.

25,678. Is there any other point on which you wish to proffer evidence?—Nothing.

Mr. *Burt.*

25,679. I understood you to say, at the commencement of you evidence, that in your particular case there is special need for overtime?—We find that it is certainly advantageous to us, and I do not think that the tool trade could be carried on over a series of years so profitably to the employers if it were abrogated.

25,680. There is a good deal of fluctuation in the trade, is that so?—Yes, a good deal of fluctuation.

25,681. Does that depend at all on the season of the year?—No, it depends upon the pressure upon other trades.

25,682. You may have two or three years of good trade and then two or three years of depression, is not that the way it comes?—Yes, that is the way it operates.

25,683. Is trade good now in your department?—Only medium.

25,684. It is not good?—No.

25,685. Is there much overtime worked now?—Not much, we are not working overtime now.

25,686. Not at present?—No; and have not been for the last six months.

25,687. You used an expression with reference to the character-note; I am not sure that I quite understood it. I understood you to say that it enabled you to know whether a man had been engaged in a strike?—Yes.

Mr. *Dale.*

25,688. Was that quite what you meant? I understood you to mean that it enabled you to know whether a man was seeking employment because of a strike then prevailing at the place he was leaving?—Yes, that is the point.

25,689. At that moment existing at the place he was leaving?—Yes, at that moment existing.

Mr. *Burt.*

25,690. That was it?—Yes, at that moment existing.

25,691. Would it be a wrong inference to conclude that you decline to employ a man if he had previously been on strike and the strike was settled?—That would be a very wrong inference entirely.

25,692. That is not what you meant to convey at all?—No, not at all.

25,693. You spoke of the less protected labour having advanced in a greater ratio as regards increase of pay than the more protected. Is it not a fact though that in recent years there has been a great development of unions among the less skilled trades?—That is so. The rise took place before the development of the unions.

25,694. The increase of pay to which you referred had taken place before the bodies concerned were organised?—That is so.

25,695. You spoke about the employers being prevented in some cases from initiating advances of wages. Do they initate advances of wages; give them unsought?—As a matter of negotiation between an individual workman and the master. I do not suppose any master would go to a workman saying "Now I think you are "doing very well, now I will give you another "2*s.*;" that is not often done.

25,696. It would just be in a very special case where that would be?—Yes.

25,697. A whole body of men would not have their pay increased?—No.

25,698. Without solicitation?—Oh, no.

The witness withdrew.

Mr. JOHN HASWELL called and examined.

Mr. *Dale.*

25,699. You are a solicitor, in practice at Sunderland?—I am.

25,700. And you are the secretary of the Sunderland branch of the Iron Trades Employers' Association?—I am.

25,701. And also, I think, the secretary of the Wear Shipbuilders' Association?—Yes.

25,702. It is in the capacity of secretary of the Sunderland branch of the Iron Trades Employers' Association and as secretary of the Wear Shipbuilding Association that you have had experience in regard to labour questions?—It is so.

25,703. You wish to speak, I think, on the limitation of apprentices?—Yes. My evidence will be rather official and secretarial than practical. I mean that I am not an employer of labour. I am simply secretary of two different associations of employers.

Mr. *Dale*—continued.

25,704. I think it would be more convenient if you would now address yourself to the points upon which you desire to give evidence?—I think the first point on the paper is with regard to the limitation of apprentices. The notes of evidence that I wish to give are in connexion with a dispute which occurred at Sunderland in the year 1883 upon the limitation of apprentices. In June 1883 the Amalgamated Society of Engineers issued and served upon the employers, the marine engineering employers only, a circular containing a demand for an advance of wages, which I need not touch upon, and also a clause, reading as follows:—"Also respecting "apprentices at our trade. Having given the

Mr. *Dale*—continued.

"question careful consideration we are of "opinion that in justice to ourselves we must "make some restriction, as owing to other trades "restricting the apprentices, our trade is being "resorted to by a proportion of apprentices "which far exceeds the proportion in any other "trade. We have therefore decided as follows:— "1st. No apprentice to start at the trade after "the age of 16 years. 2nd. No apprenticeship "to terminate before the age of 21 years. 3rd. "That the proportion of apprentices be not "more than one to two *bonâ fide* mechanics. "In order that the proportion be not more than "one to two in slack times it would be necessary "to limit them to two to five men in brisk "times; and we have to ask that no more "apprentices be engaged until the proportion "is two apprentices to five men." Upon receiving this circular the Sunderland employers met together and in the course of the negotiations that took place they declined to concede any demand of the men upon the limitation of apprentices. The strike which ensued lasted nearly two years and a half. It was officially terminated by the withdrawal of the strike circular, which I have read an extract from, on the 28th November 1885. I think the number of mechanics who went out on strike at the beginning of the dispute was 1,100 or thereabouts. Upon receiving this circular the Sunderland employers made inquiries into the proportion then existing. I do not know whether I need quote these proportions.

25,705. You see it is nine years ago?—They are practically the same now I believe in the marine engine trade.

25,706. I do not know what you propose to put before us?—The general average in the marine engine trade was found to be on the Wear, including small shops, where a large number of boys were employed, owing to scarcity of ——

25,707. I think we do not want to go into that; we do not want to judge whether the proportion of apprentices in Sunderland is greater or less than the proportion elsewhere; we want rather to illustrate any general policy that may be being pursued, or that has been pursued by employer or by employed, that would exercise an unfavourable influence upon their relationships or upon the trade in which they are both engaged?—I can mention to you the reasons that actuated the Sunderland employers in resisting the demand, if they would be of interest to the Commission.

25,708. Yes, if you wish it?—The practical effect they considered would be that the general standard of wages would be forced up in the first place without any corresponding benefit to themselves. They practically looked upon the demand to restrict the apprentices as an invasion of their just right to conduct their works in such a way as they thought fit, subject to the existing law of the land. They also considered this, that the restriction, especially in the engineering trade, would largely tend to lessen the amount of lawful employment for the rising generation,

Mr. *Dale*—continued.

and would by a necessary corollary increase the tendency to resort to unlawful employment. I may say that both at that time and ever since, even to the present time, there is a large number of boys whose names are entered on the books of the Sunderland employers waiting their turn to be taken on; and although the proportion of boys to *bonâ fide* journeymen mechanics, considered simply as a proportion, is large, yet there is still a surplus remaining to which the employers cannot give employment.

25,709. Have you retained your freedom since that time?—Complete freedom has been retained ever since, and the question has never been raised since in Sunderland.

25,710. There is no proportion of apprentices?—There is no proportion recognised in the engineering trade; there is a proportion with regard to the boiler-makers, but I am not supposed to speak to that. You have evidence already upon that; that is, the boiler makers working in the shipyards. There is a rule of the Boiler-makers' Union to the effect that the apprentices be one to five journeymen, I believe, and although it has not been enforced very strictly in many of the districts, it is fairly worked to by the employers.

25,711. Is there anything else you desire to say upon the subject of apprentices?—The only thing is that the Sunderland employers are strongly of opinion that there ought to be no restriction, and that if there is any statutory interference whatever in the matter it ought to be to render nugatory any attempt to register a code of rules to provide for restriction, because they consider that restriction is for the benefit of a single union at the expense of the community at large.

25,712. Very well, we will take that as your view. Then, what do you desire to say about boards of conciliation and arbitration?—What I have to say on that point is in connexion with the Board of Conciliation for the Wear shipbuilding trade. I took part in drawing up the rules of that board (*see Appendix* 46). I just mention simply how it arose and the general workings, as I think it might apply to any other conciliation board. I shall not give any *résumé* of the work done. I think that is to be done by other witnesses.

25,713. Yes. Mr. Laing is coming?—Mr. Laing is going to do that. The board arose after several strikes chiefly with blacksmiths, joiners, and carpenters in the shipyards, strikes of two or three days' duration stopping work. We met and considered that the time had come when a conciliation board should be formed to which all such disputes could be referred. The general plan then of the board is first a departmental board, that is that any specific trade, whether shipwrights, joiners, or any other trade connected with the board shall meet their employers in certain numbers. At every meeting the departmental board elects its own chairman. The chairman, as a matter of fact, may be an outsider, but in actual practice he has always been a shipbuilder. I may say that in the departmental board both employers and work-

Mr. *Dale*—continued.

men have worked well together and have tried to settle their questions without reference to the ulterior court provided for by the rules.

25,714. I am not quite clear; is the board constituted of employers, or of employers' representatives and men employed at a particular firm?—No, all over the river—at a particular trade.

25,715. In a particular trade?—Supposing a question arises with regard to the shipwrights, a certain number of shipwrights meet a certain number of employers.

25,716. The shipwrights' representatives on the departmental board have been selected, it may be from several firms?—From several firms.

25,717. And so with the employers?—The men are selected by their own Union. I do not know where they come from; they are officials of the Shipwrights' Society, for example. Very nearly all the questions that have ever occurred have been settled in the departmental board by repeated adjournments without any recourse to the ulterior court. The ultimate court is really an arbitration court in disguise, I may say.

25,718. What is the provision in the event of the board not agreeing?—The provision is: The board of referees shall consist of three disinterested gentlemen from the lists following. The lists are fixed; one to be nominated by the employer and another by the workmen affected, and then we have also the two referees so nominated shall elect from a settled list an umpire or chairman. As a matter of fact, we have only had two cases in which we have gone to the ultimate court.

25,719. So that your rules enumerate two sets of gentlemen unconnected with the shipbuilding industry, from one set of which the referees may be chosen, or perhaps the first set are connected with the industry?—The first set are the referees, the second set are the chairmen of referees. On both occasions the registrar of the Sunderland County Court was selected. He was selected because he was profoundly ignorant of the technicalities of the trade, and because he was capable of weighing evidence. I think that on both occasions the awards were fairly satisfactory.

25,720. How long has that board been in operation?—It has been in operation since 1885.

25,721. And Mr. Laing will give us some details to-morrow of the work?—Of the work done by the board. I think it may be taken as a fairly good example of a successful board both in its constitution and working.

25,722. And your observation of its working is as secretary?—As secretary to the Sunderland shipbuilders.

25,723. In that capacity are you jointly with somebody the secretary to the Wear Board?—The men at their annual meeting each year select one of their number who acts as their secretary for the whole lot.

25,724. Along with yourself?—On the one side; I always represent the shipbuilders on the other.

Mr. *Dale*—continued.

25,725. Joint secretaries?—Joint secretaries.

25,726. Then on what other point do you desire to proffer evidence?—The other point is the regulation of ballots taken by the men. There were two occasions at Newcastle in which the Tyne and Wear engineering employers had some reason to complain about the ballots taken by the men. In the first case it was on the 53 hours' question.

25,727. You are now speaking of a district with which you are not connected, the Tyne?—The Tyne and Wear engineers act together in all general questions affecting the district. They have a separate existence as branches of the Iron Trades' Association but they act together at the present time, and have done so for the last two or three years. The second question was the overtime question when the men I suppose quite legitimately went beyond the area of the Tyne and Wear and took votes from the Tees district. I do not know that the employers have ever laid any more stress upon the ballots taken by the men than that they said they would give them very careful consideration.

25,728. You see Captain Noble gave us some information on that subject which enables one to say that you appear not to be speaking of the mode of taking a ballot, but of the admitting the vote of certain districts that were deemed not to be interested in the question, and whose voice was thought to be excluded?—That is the first point with regard to the ballot voting. There are two points. The first is that the men have gone beyond the area specified and agreed upon, and the second is their mode of taking the ballot. We have no definite information as employers upon their mode of taking the ballot. All the information we have is of a secondary character, but goes to show that the regulations under which the men record their votes are not satisfactory. I have heard it said in the coal trade in Yorkshire some of the delegates in that case have been said to have filled up voting papers. I do not know myself.

25,729. You had better confine your evidence to what you know?—We have some reason to believe that undue pressure has been brought to bear upon the men in the ballot by the executive of their societies, and that on one or two occasions, if the men had the proposals of the employers before them in the form in which the employers wished them to be placed, strikes might have been terminated.

25,730. You state as the result of your experience and observation that you think strikes might sometimes be avoided if there was an opportunity of requiring some proposition of the employers to be submitted to the vote of the men in a manner that insured that that vote was properly taken as by ballot it should be; is that your view?—That was the point.

25,731. Any other point?—There is no other point upon which I wish to give evidence.

Sir *E. Harland.*

25,732. Do you think that there is any special demand from your neighbourhood for

Sir *E. Harland*—continued.

going engineers by reason of the recognised number of small steamships which are ed out in that part of the country?—The ne engineers consider that there are special s upon their trade on account of the sea- engineers and by the new industries that leveloped in connexion with engineering, as the electric engineering, the gas and r-works, and others.

,733. Do you think that that may account y way for the great desire which you have essed on the part of the employers there to a larger proportion of apprentices to the

Sir *E. Harland*—continued.

men than is perhaps usual through the country? —Their reason for wishing to have their hands perfectly free is that the needs of their trade are special and that they find by their practical experience, that if their hands were tied by any restriction, they could not carry on their works to the mutual benefit of themselves and their workpeople.

25,734. Then you do not think that it is largely due to the drain of competent engineers for supplying the steamships?—It is largely due to that.

The witness withdrew.

Mr. REGINALD WIGRAM called and examined.

Mr. *Dale.*

,735. You are a member of the firm of John er & Co., Limited, engineers, Leeds?—Yes.

,736. Your firm are, I presume, members of Iron Trades Employers' Association?—Yes, re.

,737. You have heard the evidence that has given by the four previous witnesses?—

,738. Therefore you can judge for yourself are the points on which it might be desir- for you to supplement the evidence so given, I think I should prefer just leaving it to you oceed to do so?—I will do so as shortly put the main points of distinction as well as . We have a different state of things in s to that which exists on the Tyne. We always been in the habit of arranging all ers of difference by individual shops with individual men, and not by dealing direct the trades union officials. We settled the ge from 10 hours to 9 in that way; we settled every change in that way, and we very few trade disputes. I have been 26 in Leeds, and there have been very few disputes in the engineering trade. We twice taken reductions of pay and made rations of pay on that plan, each shop ing with its own men, and the men meeting bad times and we meeting them in good s. Our trade is extremely competitive, and petitive in the sense of being competitive foreign countries, and in that regard the ssity of overtime comes upon us very severely. eak generally for the trade of Leeds, not for myself, but very strongly for my own ern. We compete with Germany, with ce, and with Belgium, and the agricultural e, which is my own, and gives a very large loyment of labour in the Lincoln district, sentially a season trade. A fortnight's sun- e at this time of the year gives us the oppor- y of getting work which we cannot get any r way. I am working overtime at the ent moment for this reason; if we can supply rtain number of sets of steam ploughing le into Germany, the most protected country, ably, in the world, we can sell them. We

Mr. *Dale*—continued.

have hitherto prevented the German engineers taking up this particular industry, because we have been able to supply the demand. In that way, I think, we are compelled at such times as these to appeal to our men to work overtime, and they do. I may say that we have endeavoured to work the night-shift and double-gang system, and we have never succeeded. It has not been satisfactory to either side. Our work is piece-work, very intimately divided into small pieces, small sections; and the difficulty of any fitter, and I speak as a man who has served his time, of any person taking up the bit of work that another man has commenced and completing it fairly and properly, to do justice to both sides, to master and man, is very great, and the difficulty of apportioning the blame for mistakes is enormous. It has stopped us from working the double-gang; it has convinced me that in our trade it is hopeless to work the double-gang system. The cost of overtime is, of course, increased, and one only uses it when one cannot help it. There was a time when we worked systematically overtime. We have come to the conclusion that it is simply ruinous, and that it is not a thing that we should work. It really was caused by a sort of unbalanced condition of the shops, one set of tools being in advance of another, and so on. We have gradually brought in a little more capital, and balanced as well as we can, so as to do away with the necessity, but at the season times, and in face of this competition we do find it necessary. We have to compete with continental people; for instance, in Breslau we have a competitor, a Russian Pole, and very low wages, about as low an example as I could give you, probably. Their wages for fitters are about $4\frac{1}{2}d.$ per hour after allowing for all differences in time and the hours they work, and so on; and we pay about $6\frac{1}{2}d.$ per hour. Now, if our good friends, the trades unions, could equalise those rates a little, we should be delighted to go to eight hours or to pay more money; but while we have to compete with that, and whilst those people do what they do, buy our machinery, make their drawings of it, copy it, we are in a

Mr. *Dale*—continued.

very difficult position for holding the trade. Then I should like to lay some stress upon this, that if we were to increase the work-shops so that we could supply all the demands in good times, and it is common knowledge that good times are very much less than bad times, if we were to increase our shops so as to supply everything that could be asked in the good times, there would be many more men out of work in the bad times; and that would not, I think, be in favour of the working-men. Then on this overtime question, we find the men in Leeds wish it on the whole. I say that for this reason: last Christmas the men gave us notice that they would not work overtime. We said, "Very good," and went on.

25,739. For that period Christmas time?—At Christmas they gave us notice that they did not intend in future to work any more overtime.

25,740. In the future generally?—It was a general notice. There was no dispute; no question arose in any shape, but at Easter the men withdrew that notice voluntarily of themselves. I think that is all I should wish to say about overtime. I might, perhaps, accentuate the competition by saying this, that a very short time ago I competed for a quantity of narrow-gauge railway material, trucks, locomotives, rails, and everything, for Egypt, essentially a neutral market; it was taken by a Berlin house at 5 per cent. at Alexandria below the price at which we could put it on board ship at Hull. That shows how keen our competition is. Then, with regard to piece-work; we work piece-work very largely; the men wish it. I do not know the taskmaster system which I have seen spoken of in the men's evidence—Mr. Whittaker's evidence, I think; we do not know it, as far as I can gather; I know nothing of it, and hear nothing of it in our district. We work two classes of piece-work, one is absolute piece-work, that is for certain articles which we can let to the men at an overhead price. Some things we can do that fairly upon. There we do not rate the man on our books, for he simply works our hours, obeys our shop rules, and is paid for the number of those articles that he makes. About one-fourth of the piece-work is worked on that plan in our shop. As a general rule the piece-work is worked in this way; the men are rated in the shop and draw their weekly wages at the ordinary rates of the town, which practically are union rates, and, as often as we can, fortnightly if we can, but as often as we can, we balance up with the men and pay over the balance which is earned. Now we find the gang system, or a number of men working together, very undesirable. In my experience, at one time, I found that the men were grinding each other; sweating each other, I think, is the common expression of the day, and that sweating was going on to such an extent——

25,741. In what sense?—In this sense. When the balance was paid on the piece-work we paid it to the leading hand of the gang, and we left him to divide amongst his mates; we found he did not divide amongst his mates, consequently we said "We will have no more of this; we will "divide this money up in the office *pro rata*, to "the men's wages; the leading hand is entitled "to something for keeping the account, and we "will give him that proportion." I do not know the exact proportion which it is worked out in, but somewhere about 7 to 8 per cent., I think, is about the proportion which we should give the leading hand for managing the work and the other men would be paid *pro rata* to their wages. That is dividing the balance as the weekly wages are divided.

25,742. And that is the system still continuing?—We have both those systems at work. About three-fourths of our piece-work are paid on that system and one-fourth is paid on the absolute piece-work system. I do not know what the profits to the men on the absolute piece-work system are, but in 1891 the profit to the men was 22·7 per cent. on their weekly wages, that is, they received 22·7 more than their weekly wages for working piece-work.

25,743. What do you call the absolute system?—The absolute system is where we can let a certain article to the man. Then we should let that to him at so much for the piece actually.

25,744. Of course you could bring that to the same test of comparison with his daily earnings if you choose to keep his time?—Yes, we could, but do not. We give him a little more liberty and licence as to the time at which he works. Sometimes they work longer hours and sometimes shorter. But I should like to lay some stress upon the fact that I did find this sweating going on, and that we and the other Leeds shops, I believe I may speak for all, would have nothing of the kind about the place if we knew it, and that we now work on this system of dividing in the office. We look upon that piece-work as profit-sharing to the men without any risk of loss. Now my trade being largely agricultural you can easily understand that the last few years have been exceedingly hard and difficult ones to us; the men have been getting their piece-profit the whole time, and we have had to take our chance. There is only one other matter that I shall put strongly. We have a very strong feeling that it is not desirable to have legislative interference between the masters and the men on this matter of hours or the matter of overtime, because we contend that our relations in the past have shown that the men are able, without disputes and without great friction, to manage their business, and we have been ready to meet them and ready to work with them, and things have been very satisfactory in the past. We are unwilling to change from that. I am further instructed by the Chamber of Commerce of Leeds, who represent more than the engineering trade, to say that that is their opinion. I should just say that I find great difficulty in getting men of the old millwright type, or anything approaching it, whom I can send abroad with engines. I think

Mr. *Abraham*—continued.

competing with your men?—You mean how much this particular firm which I have mentioned has made. I can answer you this, they bought a road roller, and they copied seven of them, I am told; my informant left their employment and came to me some year and a half ago.

25,767. Have you any way of finding whether your men are not giving you equal value for the 6½*d.* per hour as these men are giving their employers for 4½*d.*?—Of course you will understand that I am not trying to get out of that question when I say this, that where a machine is running, and a great part of our work is done by self-acting machines, I contend that a machine will do the same thing in Germany that it will in England; but there is this point about that, I have said while the machine is running. I believe I should be right in saying that in our trade probably one-third of the time of a machine* is occupied in setting the work up on it; I think that the English workman will beat the German workman in doing that; I think that the English fitter, in such parts where fitting comes in, will beat the German fitter as a fitter, as a man, but when you come to this difference of 4½*d.* to 6½*d.* it is a very great deal, that is boiling down, you know the hours that are worked and the wages which are paid to a single figure so that we can compare it; that is a great deal, and I cannot say that I do think the average English workman is better than the average German to that extent.

25,768. Now with respect to your men working piece-work, do they not work harder when they are working piece-work as compared with the work they do working day-work?—The business of a foreman who is over a piece-work shop consists in seeing that he gets the quality of work done; he has no trouble in getting the quantity. In a day-work shop, as far as my experience goes, the difficulty is to get the quantity. I am answering you as straight as I can on that. Perhaps they do work harder, I will put it.

25,769. Is that the rule, that where piece-work is done the men work harder, do more work, turn out a greater quantity of work (which is equally as good) than what they do on time-work?—They will do a greater quantity not equally as good without they have a stricter supervision for quality than they have as day workmen.

25,770. Does the difference then in the work that they do not cover the difference in the percentage between the wages earned by the man on piece-work and the wages earned by the man on day-work?—Do you mean, may I put it, is piece-work on the whole cheaper to the master at the finish? I want to have it quite clearly. Do I understand you correctly? Is the cost to me of an article less as made by piece-work than when made by day-work; is that what you would like me to answer you?

* In revising his proof copy of this evidence the Witness adds the following note:—"The word machine is used in a technical sense, which excludes lathes, and the time given should be less, say a quarter to a fifth."—G.D.

Mr. *Abraham*—continued.

25,771. If you like to answer it in that way it will answer my purpose?—No, I do not think it is; it will cost slightly more on piece-work.

25,772. My question was this, whether the man on piece-work gives the employer due compensation for the difference he received in wages?—I do not think that he does. I think that work is rather dearer done by piece-work than done by day-work. The reason that we do it is that a great deal of our cost is what we call our standing charges, and as long as we can get a certain turn-over our standing charges are paid for in the first turn-over, and the increase gives us some chance of profit. Then to get that we want quantity, but I do not think (I would answer you distinctly) that an engine built by piece-work is cheaper than an engine built by day-work.

Mr. *Dale.*

25,773. You think it is dearer in the item of wages?—Yes.

25,774. But cheaper in the item of standing charges?—Yes.

25,775. By reason of those being distributed over a larger amount of work?—That is so, our standing charges, owing to the nature of our own trade, being extremely heavy. We have foreign houses to keep up and many things which scarcely come within the purview of this Commission.

Sir *E. Harland.*

25,776. You were expressing a regret that you had not found the young men so ready to learn to be handy at various parts of the trade, and thus become qualified to represent you in going abroad and in putting up new machinery?—Yes.

25,777. Have your ordinary apprentices the opportunity of getting a proportion of their time put in in different shops, or are they confined to one small department?—They have the opportunity. We have no bound apprentices. We have two classes of apprentices; those who are sons of farmers, or people of that class, with whom we largely deal. We bring them in and teach them the trade as well as we can. Then there are ordinary workmen's sons, what we call boys. The boys are moved into different departments, that is, provided they will show themselves anxious to learn, they are moved forward in two or more shops.

25,778. What is the other class, do you say?—The other class are the sons of farmers and people of that sort; we pass them through several shops, and I am proposing this autumn to institute a system of compulsory attendance at some classes, such as the Mechanics' Institute or the Yorkshire College of Science, such as, perhaps, you may have heard of as in operation at Mather and Platt's works and at Earle's, and to give them certain privileges if they will pass the Oxford and Cambridge local examinations with honours.

25,779. Then do I gather that the second class of apprentices, or second class of learners, might be almost styled pupils?—Yes.

Mr. *Mawdsley*--continued.

I have no knowledge of the Lancashire rates to answer from.

25,801. The payment for women in Leeds is greater than in Lancashire?—I am told so. I am told that a girl can earn more in the ready-made clothes trade than in the Lancashire works.

25,802. How much can she earn in the ready-made clothes trade?—I am a little out of my reckoning in this, and I cannot quite tell you, but I believe 22*s.* or 23*s.* a week.

Mr. *Mawdsley*—continued.

25,803. Let us get back to the point; that is the reason you give for the men in Leeds being content with less wages than elsewhere?—I believe so; that is the reason I give as my opinion.

25,804. Is it a fact that, as a rule, the mechanics are slightly worse organised than in most of the neighbouring towns?—I do not think so.

The witness withdrew.

Adjourned to to-morrow at 11.30 o'clock.

Mr. *Dale*—continued.

engagement, and the rates of pay of all classes of workmen employed. I took the evidence of about 500 men, heard the opinions of the officers of the dockyards, and drew up a report upon the whole subject, a copy of which is at the disposal of the Commission, if they wish to see it (*see Appendix* 56). As a result of that report many changes were made in the rates of pay, dating from the 1st April 1891, and in the conditions of service. I may say that although my attention was given to the claims of every class, I paid more especial care to the position of the lower classes of labour. There were in all 224 petitions. The grievances prominently urged were (1) that the reduction of pay of men, when placed on the establishment, was too large as compared to the benefits obtained from the establishment, (2) that the rates of wages generally were considerably below those current in the country, (3) that men were required to work on piece-work without information as to the prices to be paid them, and (4) that men when placed on the establishment were not allowed to count the time served on the hired list towards their pensions. When comparing the rates of pay given in the dockyards with those given to men in private employment, the advantages specially to be got in the dockyards I think ought to be considered, and many of those advantages are common both to the establishment and to the hired men. There is a greater certainty of continuance of employment; and then I would say that whilst in private shipbuilding firms large numbers of men are liable to lose time in bad weather, or whilst waiting for work to be prepared, there is no such loss of time in the dockyards. A man's time is never stopped by reason of the state of the weather. There have been variations in the number of men employed at the dockyards. I can give the figures for each of ten years, but I may say that a maximum number, not to give too many figures, has been 20,396. That was in 1887–1888, and the minimum number was in 1882–1883, 17,028.

25,810. These numbers include both the establishment men and hired men, do they?—All classes.

25,811. They also include the men engaged for special jobs?—Also the men engaged for special jobs or for temporary purposes. The natural wastage from all causes, that is from death and promotion and pension, and from men taking their own discharges, averages from 800 to 1,000 per annum, and taking the figures for 10 years it would be seen in only one year was the reduction of men in excess of what might be termed the natural wastage. The discharge of hands when it has taken place has been due to one of two causes—variation in the policy as to the extent of the annual shipbuilding, or to the want of regularity in the commencement of new ships, so that one might follow the other and thus afford a continuous succession of employment to each and every trade. In the last few years, in endeavouring to remedy that state of matters, I have laid down a programme which should bring ships into such a state of

Mr. *Dale*—continued.

progress that when one class of trade has finished the work on one ship and are discharged, they can turn to the same work on a succeeding ship. Thus there would be no loss of time, and the result has been that vessels have been more quickly built, and there has been considerable saving in the cost and there has been a greater continuity of employment given to the hired men. I think this is a material difference between the dockyards and private yards in this respect. We lay down a policy at the dockyards for regular work, whereas in private yards the employment is regulated more by the state of the shipbuilding industry, and as to whether owners require a large or small quantity of building to take place. Then, in the dockyards, apprentices are allowed to be entered annually in each trade. The apprentices are placed under individual workmen, and for the tuition they give the workmen receive, in addition to their pay, 2*s.* per week. The apprentices thus entered receive free instruction in the various branches of mathematics, physics, and other sciences, and the course extends over a period of from three to five years according as they may display aptitude or industry in their studies, and the best of the apprentices are selected for training at the Royal Naval College at Greenwich, and they are eligible for the highest positions at the Admiralty or Dockyards. Then the workmen have opportunities of promotion. The following are open to the artisan class at the dockyards draughtsmen, dockyard writers, leading men trades, foremen of the yards, masters of trades or assistant constructors, chief constructors both at the Admiralty and at the dockyards, and these positions are obtained on the following principle:—A workman having served months as a journeyman, is eligible to compete for the position of second-class draughtsman and after three years' servitude he is eligible for the position of leading man or dockyard writer. Also, he continues so eligible until he attains the age of 45, and provided he is recommended as a man of good character and ability. There there are a large number of positions open to dockyard officials which are unobtainable in private firms. Then as to the working hours the working hours average 50½, while the hours in private firms average 54 per week. The pay is payable by the hour or by the piece at the private yard. Hired men who have been several years in the service, and for whom no further work can be found, can be recommended for a gratuity weekly—a week's pay for every year employment, which is an advantage not recorded in private firms. Hired and establishment men have also the following advantages in case of sickness or in case of being hurt. If a man falls sick, his place is kept open for him for a period of three or even four months if there be a chance of his recovery. If he is hurt in the execution of his duty, he receives free medical attendance and half-pay so long as he is absent on account of the injury. If the injury is of such a character as to totally unfit

Mr. *Dale*—continued.

for further service, he is granted a gratuity scharge in the case of a hired man, and cial pension, in excess of that due to his servitude, in the case of an establishment As to the establishment men, when a is established it is understood that he is ed, during good behaviour and whilst le for work, to continuous employment till ain the age of 60. On attaining the age , he can retire upon a pension based on xtieth of his average pay during the last years, and ranged over every year of esta- nent time. If, however, on attaining the f 60, he wishes to continue work and not ve the pension, and he is declared to be ally fit for further work, he can continue ill he is 65 years of age. Prior to 1891, was an unequal and inequitable application e principle of reduction of wages when vere promoted from the hired list to the ished list, the men receiving the lowest of pay suffering the largest reduction. hired shipwrights, when established, sacri- from 1*s.* to 2*s.* per week of their pay, and -makers and fitters sacrificed from 2*s.* 6*d.* a week. Skilled labourers receiving as men from 4*s.* to 4*s.* 6*d.* per day, would receive, when placed on the establishment, *d.* a week or 3*s.* 3*d.* a day, whilst from trades no abatement of pay at all was The result of this unfair assessment of lue of the establishment, as between trade ade, was that the inducement offered to st men to be establishment men was not, cases, sufficiently strong, and instead of tablishment list comprising, as it ought to done, the very pick of the yard, many nen never took up the establishment when l. My own feeling was that we ought to rranged when a man was placed on the ishment for a fixed deduction, but it was d out that the dockyard only formed a portion of the Civil Establishment of the y, and that, as in no other department ere a direct reduction made in consider- of a pension, it would be impossible to one principle to the dockyards and a nt principle to the other great depart- of State. Therefore, in arranging the scale of pay for the establishment men, pproximately uniform deduction only be made. It was arranged therefore, or all men established after the 1st il 1891, their pay on establishment should he following proportion to their pay as nen:—Those receiving under 4*s.* per day ed men would be established at 3*s.* 10*d.* eduction of 2*d.*, those receiving over 4*s.* nder 6*s.* at a reduction of 3*d.* per day, receiving over 6*s.* and under 7*s.*, a reduc- f 4*d.* per day, those receiving between d 8*s.*, a reduction of 5*d.* per day, and receiving over 8*s.*, a reduction of 6*d.* per Speaking generally, the loss of pay on placed on the establishment is about half nount that prevailed prior to the 1st of 1891. The men on the establishment

Mr. *Dale*—continued.

prior to that date had to be treated from a different standpoint from those who were placed on the establishment afterwards. As to the grievance of what is called the classification system, that mainly arises in the case of the men on the old establishment, the new men being established at rates governed by their higher pay. Before dealing with classification I would like to refer to two points in connexion with the establishment which all regard as grievances. One is although the workman may have received, as an established workman, lower wages in consideration of the prospective benefits of the establishment, he finds that before reaching a pensionable age the whole of his contribution lapses to the State. The other one is whatever may be the number of years he has served on the hired list, prior to being established, his claim to pension is limited to the number of years he has served as an establishment workman. In my own opinion compensation limited to pension is essentially thrift of a selfish character, but it is the system of the State in regard to all pensions, and if any part of the contributions, direct or indirect, given by the servant to the State towards his pension is, in the event of death before attaining a pensionable age, to be returned to the man's representatives, the cost of the pension would be seriously enhanced, and I think if the matter is to be modified it will have to be modified so as to deal with the whole pension system of the country. A very erroneous impression prevails at the dockyard as to the number of men who really derive any benefit from pensions, and a report on this subject was made at the request of the Admiralty by the officers of the National Debt Commission. A copy of that report I have here.

25,812. Will you put it in?—I put it in (*see Appendix* 60). I have a summary of it. It rather proves this, I think, that the number of men who live to the age at which they may receive a pension are seriously underestimated by the dockyard *employés*, the prevailing opinion being that only a small percentage attain the necessary age, and that large gains, by reason of the lower rate of wages paid to those on the establishment, accrue to the State. The tables which I have put in, showing the cost of the establishment, are, I think, a conclusive reply to this supposition. It is proved that during the seven years ending on the 31st December 1887, out of a body of 1,863 men employed at Portsmouth 663 were removed for various causes. From this number of 663 there must be deducted 111, who, by being promoted, are classed as entitled to a pension under another category, and there are 100 men who resigned or who were dismissed. Of the remainder only 93 died before arriving at a pensionable age, as compared with 359 who became eligible for a pension. The money cost to the Exchequer represented 9½ per cent. on the wages paid and 13½ per cent. on the cost of the officers' pensions, irrespective of interest. I am bound to say that when I

Mr. *Dale*—continued.

gave that statement to the men at my interview they accepted it, yet I see that in the evidence given before the Commission they rather think that still comparatively few arrive at the age at which they can obtain that pension. But to show that the figures given by the National Debt Commissioners are fairly correct, from the workman's point of view, the Commission will allow me to read a letter I received from a workman at Pembroke. A very intelligent workman at Pembroke told me that in his opinion the pension was not worth ——. I think his statement was 2*d.* a week; but, however, he subsequently corrected that, and he wrote as follows: "In my statement I assumed "that only 5 per cent. of workmen lived to "secure pensions, and that the average duration "of life subsequently is eight years. In this, "as a consequence of insufficient opportunity to "prepare myself, I merely adopted a traditional "belief common to workmen, and though I "uttered it in good faith, honestly believing "it to be an approximation to the truth, I feel "it to be my duty to the right honourable "gentlemen who constitute the Committee to "state that for the reason assigned I had not "made a personal investigation of its accuracy, "but having been informed by you that a "reliable body of actuaries had made compu-"tations widely differing in the result from "that submitted by me I have since made the "matter a subject of inquiry, and I have satis-"fied myself that the percentage of workmen "who survive till 60 years of age cannot "possibly be less than 11 or 12 times that "assumed by me. . . . I make an aggregate of "2*s.* 11¼*d.*, or, approximately, 10 per cent. of "our wages as against the 8*d.* submitted in my "original statement." Then, as regards hired time being allowed to count towards pension, I pointed out to the men that on the hired list they were receiving, as a rule, higher wages than they would have received had they been on the establishment list. I also stated that they were at perfect liberty to leave at any time, and that it was quite optional whether they accepted the establishment, and therefore there was no valid claim for the terms they asked. A re-arrangement in the number of men of each trade established has, in the last few years, been found necessary owing to change in the character of the vessels of war and the changing character of the trades employed. The object of the establishment is to retain in the constant employment of Her Majesty the best men of the most important trades. It is comparatively easy to procure men on short notice for work of a certain character, whilst for other descriptions of work some difficulty is experienced. Therefore the numbers of men on each trade established are fixed from this point of view. As I have already stated, the numbers established are 5,500. The largest class is the shipwrights', which numbers 1,929. There are 452 skilled labourers established, and 112 ordinary labourers, and 121 boiler-makers, and various numbers in other trades. I need not, perhaps, trouble the Commission with going through the details.

Mr. *Dale*—continued.

25,813. No. Do you propose to state at some stage of your evidence the fact, which I suppose it to be, that the number of established men is limited?—The number of establishment men is limited.

25,814. By some proportion to the total, is it, or by a fixed figure?—No; it has been fixed by what the officers recommend to the Board as a desirable number in each trade.

25,815. Is it so fixed with reference to each separate dockyard?—Yes, each separate dockyard has its distinct number.

25,816. So that a man can only pass on to the establishment by reason of some other man having passed off?—Quite so, by reason of a vacancy. Then as regards complaints being made as to the classification or graduated rates of pay, prior to the 1st April 1891, the authorised rates of established pay at the dockyards were on a graduated basis in all trades excepting unskilled labourers, the skilled labourers, the shipwrights, the joiners, the hammermen, and the riggers. On the hired list, the graduated rate of pay applied to all trades except riggers The petitions for increase of pay which I had to investigate asked, not for a uniform rate of pay, but for a graduated rate of pay, the shipwrights in their petition stating that they desired to be paid from 5*s.* to 7*s.* per day after 10 years servitude. They asked that they should be established at rates of pay commencing at 5*s.*, with a maximum of 7*s.*, the 7*s.* to be obtained at the end of 10 years' servitude. Formerly, the established shipwrights, as I have already stated, received a uniform rate of pay of 30*s.* per week, and one of the great points urged upon me in years past by these men was, that they had no chance of further advance, and that a uniform rate of pay was a sort of dead-and-alive position, and they had no prospect at all in life. Then I may say, that on strong recommendation of those responsible for the arrangement of the dockyards, in which I also concurred, I adopted as a basis of my recommendation for the new rates of pay, a graduated scale, and when the new scale of pay was adopted by the Board, the dockyard officers were authorised to advance the pay of each trade, a certain number being paid on the higher scale, and certain members being paid on the lower rates. I may say that every man in the dockyard, with a very small exception, received an increment of pay on the 1st April 1891. A circular was sent to the Dockyard Superintendent giving the authority for these new rates of pay, and also directing the mode in which the Board wished the men to be selected for the various grades of pay, and this is one point in reference to which I should like to read to the Commissioners the following: "The heads of the departments "concerned, aided by the advice of the "foreman of the ship or shop under whom the "men are serving, are to submit to the Admiral "Superintendent the names of those whom they

Mr. *Dale*—continued.

" department should have the option and power " from time to time to reward exceptionally " good men by a rise of pay. Under the pre- " sent arrangement they are not able to do that. " In addition to that, the Chief of the department " might be able to remunerate an exceptionally " deserving man from time to time. We think " that should be the case." Speaking to me, he said, "You, as a business and practical man, " must know that some men are worth more " than others; from their experience, and from " the trouble of their lives, they are worth more " to the service, and from the experience of being " with you, and from the time they have served " in the yard themselves, it enhances the value " of the men." Then I put in the table showing the rates of pay now prevailing at the dockyards that were arranged to take effect as from the 1st April 1891 (*see Appendix* 57). I may say here that it is impossible to adjust the rates of wages at the dockyards from time to time according to the market rates outside, but we must have somewhat of a fixed scale of pay; it is about 18 years since their pay was revised, and in dealing with this question at the present time, I adopted the following plan: In 1886, shipbuilding in the country, I think, was at about its lowest ebb, and wages were at about a minimum point. In 1890, I think I may say, shipbuilding was at a very high-water mark, and wages were exceedingly good. I communicated with some of the largest yards in the country doing business on the Tyne, the Clyde, the Mersey, the Thames, and at Belfast, Hull, and Barrow, and I asked them to give me the rates of wages they paid in the year 1886, and the rate of wages they paid in 1890, to the various trades in their employ. These firms to whom I applied were accustomed to do war-ship work, and they knew the class of labour that was requisite. I also asked them to give me the number of hours worked at the two periods. I took the mean of pay as between 1886 and 1890, and the number of hours worked at these private yards compared with the number of hours worked at the dockyards, which, as I have already stated, are 50⅓ (*see Appendix* 57). The mean rate of wages of these two periods was taken as a basis. I struck what I thought was a fair scale of maximum pay at the dockyards, and on that basis the scale has been determined. The pay given to each class, and the mode of calculation is shown, and it is before the Commission. That is in the report, and I could get it out separately if desired. This re-adjustment added at once 78,000*l.* to the cost of the dockyards, victualling, and Director of Works Department.

25,822. Per annum?—Per annum, but this 78,000*l.* will gradually increase by the men being raised up from the lower rates of pay to the higher rates of pay, and also by the increased charge it will involve on the pension list, and I calculate it will in the end amount to something over 90,000*l.* (*see List of Documents*). Then, in dealing with the scale of pay, the most difficult class I had to deal with was that of the unskilled labour. The officers reported that at the minimum rates

Mr. *Dale*—continued.

then payable, namely 15*s.* per week, they had applicants of suitable class and character far in excess of their wants. As bearing upon this question I may mention that, until a few years ago, the repair and maintenance of our dockyard buildings was undertaken by contractors. We took the work over three or four years ago, and engaged most of the men who had previously worked with the contractors on the same terms both as to pay and to hours, and the pay of the labourers then employed was 15*s.* a week, and they worked two hours longer than the dockyard hours for that 15*s.* Of course, we felt that if we did not regulate our rate of pay by the ordinary laws of supply and demand most current in the district, it would be very difficult to determine arbitrarily what should be the standard. I see remarks have been made in the evidence calling attention to the rate of pay of dockside labour, but I think, with some considerable knowledge of dockside labour, it cannot be compared with the labour required from the ordinary labourer in the dockyards. The ordinary labourer of the dockyards certainly does not require the knowledge or skill that the dockside labourer has, and the dockside labour as a rule is very largely casual employment. I do not think the two are comparable from any point of view. In stating the rates of pay for the unskilled labour we raised the minimum rate of wages, which was 15*s.*, to 17*s.* a week on entry, and after two years of satisfactory probation it was raised to 18*s.* a week, or an advance of 20 per cent. on the previous pay. Then there is a very good opening for the unskilled labourers in the dockyards to become skilled labourers, and I think that the rate of skilled labour pay at the dockyards is on the whole higher (the Director of Dockyards informs me so) than that prevailing at private dockyards, and that is confirmed by the information I obtained also from private yards. Then there is another matter which we have to consider in this connexion, and that is the keeping up of some standard of pay at each yard. We cannot establish, nor is it desired to establish different scales of pay between the yards. Representations have been made that rents are higher at one place than at another, and that the cost of living is higher, but if there is any difference between the yards the men at once complain. I am rather disposed to think that rents are more adjusted to the wages than the wages to the rent, in fact, I am afraid that some of the advances given to some of the men in some of our yards have been taken advantage of by making an advance in the rents payable by the men. Then piece-work has been a matter which has, I see, engaged the attention of the witnesses before the Committee, and piece-work during recent years has been very considerably extended. There are two classes of piece-work adopted, one which we call "task and job," as it may be termed, and that is regulated according to the quantity and number. The men are paid according to the quantity or amount of work done. The other system is the

Mr. *Dale*—continued.

ıge system; on that they are paid accord- o the weight of material worked into the The tonnage system has been quite an imental one, and I am bound to say that it ot succeeded to the extent that the officers e dockyard hoped it would. It was based the completion of so large an extent of ıge, so large an amount of material, that it red so many men to be employed upon it the individual man's own personal exer- were rather lost in that of the aggregate, therefore the incentive to his work is not reat as where he works with a smaller ber of men, and where he can get the t of his labour at an earlier date than he where he works up such a large number of into a ship. Therefore, I think the ton- system is likely to be discontinued, and system of task and job work extended, is, the system of paying the men by number of plates they put on and the ber of rivets they drive, rather than by weight of the plate, or the weight he rivets, or the weight of the work Complaints were made before the Com- on that men were working on tonnage without knowing the price to be paid. was a just complaint on the part of the Some time ago they were put upon ıge work without being able to accurately what wages they were likely to earn from ut now they get that information. But is no doubt there are many complications difficulties about the tonnage system, and I it is likely to be at an early date quite away with, but it is, to a very small ıt, now in vogue. However, that the men earned more on piece-work, taking task and ıge together, I can show by figures in –89 (*see Appendix* 57). The excess of s paid over day wages in all the yards ınted to 20,000*l*. In 1891–92 it amounted to 00*l*. I had a test made at Portsmouth, and I d that the average increase over day pay was t 22 per cent. Then I see allusion was made heck measurement by some of the witnesses. is authorised under the regulations of the yard, so that if the officer of the department ks a particular workman or gang of work- have badly executed the work, or that they not done the proper quantity of work ugh inadequate exertions, they may examine it and measure it up, and have the deficiency cted from the wages that would otherwise ue to the men. But I think that is put in to a very limited extent and seldom ted to, only when there is a clear case of gence in the officer's opinion. For the ose of determining the fairness of the s paid in the dockyards as compared those paid in private yards, I have ared the prices we paid to the builders of battleships with the actual estimated cost our sister ships built in the dockyards. inating, in each case, those items of expen- e which may be treated as distinct from yard work such as machinery, gun mount-

Mr. *Dale*—continued.

ings, and torpedo tubes, I find that the lowest prices of the hulls of the four battleships now built is 681,000*l*., the highest being 705,000*l*., giving an average of 692,000*l*. for each vessel. Now, I turn to the dockyard building, where we are building four exactly similar ships. First, take the "Royal Sovereign," the actual cost for the same work on the hull for the "Royal Sovereign," built in the dockyards, was 645,000*l*., but the average estimated cost of her three sister ships is put down at present at 15,000*l*. more, due partly to the higher scale of wages which has prevailed since 1891. In both cases I have included a charge for the use of plant and establishment expenses. That charge, in the case of dockyard-built ships, is 12½ per cent. on the cost of the hulls. Now, to a similar outlay, to my knowledge private shipbuilders have added something like 20 per cent. The advance in the wages, which was accorded to the dockyard men on the 1st April 1891, has not affected to the full extent the cost of the four ships to which I have alluded, as at that date they were in a forward state of completion. If the advanced scale of wages had been in operation from the date of laying down thes dockyard vessels, the total cost of the four would have been increased by approximately 18,000*l*. From these figures it would appear that the average cost of the vessels built at the dockyards, which are equal in incidental charges, is 30,000*l*. less than the contract price paid to private firms. This would represent a profit of less than 5 per cent. to the shipbuilder, which I think is a very low margin to cover his profit and risk. As regards the effect on the taxpayer, our rates of pay for work done are now fairly and equitably adjusted, as compared with the rates for equivalent work done in private yards.

25,823. Do you say in both cases you have included a charge?—No.

25,824. I thought, in the case of the contract vessels, it would be included in the contract sum?—In the case of the contract vessels, it is included in the contract sum, except as to a small amount of work which we always have to do in finishing contract ships in the dockyards; that is work which is not done by the contractor and upon that small amount of work we had an incidental charge due to such.

25,825. Is there any evidence supplemental to yours that Mr. Williamson would like to give now?—I think there are one or two points.

25,826. It would be more convenient if there is any supplemental evidence which Mr. Williamson desires to give that he should give it, and then questions might be answered by either yourself or Mr. Williamson as convenient. (To Mr. *Williamson.*) Is it the rule to make labourers work upon skilled work without paying them skilled labourers' wages?—No, certainly not, not as a general rule. The statement that that was the rule can only have reference perhaps to a probationary period, and till the men shall be sufficiently skilled in the manipulating of the work to justify the

Mr. *Dale*—continued.

payment of skilled wages, or a higher rate of wages.

25,827. Can you give us any information on the question of whether boy labourers are employed upon ordinary or even skilled work, and are paid lower wages than full-grown labouring men?—Yes, I can give some information about that. In regard to these statements that have been made upon that point, there are no doubt some large and small boys—I say large and small because I notice that height was given, and so on—doing, from any cause whatever, various kinds of skilled and unskilled labour at wages something rather less than those paid to the full-grown and full-aged men. The wages paid to them are fixed by the officers of the yards, and are such as are fair and reasonable for the amount of work they perform. That this is so is proved by the willingness of the youths to accept the employment at the terms offered. Some of the smartest of them are put upon the skilled labour, and as soon as they are proficient their wages are advanced whether as skilled or ordinary labourers. In this respect they compare with the fully-grown and fully-aged labourers as the higher-grade apprentices do to the journeymen of their respective classes or trades.

25,828. In what sense do you use the term "boys" for the purposes of this evidence?—In the sense of their being under 21 years of age.

25,829. I think you have been the Director of Dockyards only since January of last year?—That is so.

25,830. But prior to that you were managing partner in the firm of Barclay, Curle, and Company, shipbuilders and engineers, Glasgow?—That is so.

25,831. You have had, therefore, a long experience of shipbuilding?—Yes, I have had considerable experience of shipbuilding, and engineering management.

25,832. Is it your experience that the wages of the dockyards range lower than those paid in other districts?—I think not. They now compare favourably with such places as the Clyde and Belfast, &c., the revised scheme of wages having been based upon a fair average wage of the private shipbuilding and engineering trades taken at the lowest and highest periods of the last 10 years; and I am bound to say that, in my opinion, that scheme is, on the whole, a just and equitable one. At the same time, I think that the men were entitled to the consideration their case received in 1890–91.

25,833. How, in your opinion, do the duties of a dockyard labourer compare with those of the ordinary dock labourer?—In my opinion there is no comparison between the exertions required of a dockyard labourer and that of a dock labourer. I think they must each be seen at their work to fully realise the difference. The dock labourer's work is most exhausting. He rarely obtains a full week's work. His hours are irregular, and he is out in all weathers, and he is exposed to exceptional dangers and risk to life and limb. As I have said there is no

Mr. *Dale*—continued.

comparison between the two classes, in my opinion.

25,834. Do private firms pay their workmen for bank-holidays?—No, they do not. They neither pay for bank holidays nor any other holidays, that is private shipbuilding and engineering firms. I mean to the workmen, of course. I do not speak of officers.

25,835. What comparison do you desire to institute between workmen employed by private firms and workmen employed by the Government dockyards as regards payment of wages when on leave of absence?—Workmen in private shipbuilding and engineering firms are not paid their wages when they are absent.

25,836. That is to say, you claim, as one of the advantages of Government dockyard service, that there are certain holidays given during which pay is continued?—That is so.

25,837. You desire, I think, to say something about the wages paid to the drillers and chippers in private yards and in the Government yards?—Yes. It was stated by one of the witnesses that the drillers and chippers in the private yards received 33*s.* a week. My reply to that would be that if drillers and chippers in private yards receive as much as 33*s.* it must be when employed on piecework. It would be unfair to compare dockyard day wages with the piece-work earnings of the men in private yards. It should also be pointed out that skilled labourers, when employed upon piecework, can make as much as from 20 to 30 per cent. above their day-pay wages in the dockyards.

25,838. As regards the classification of skilled and other labourers, have you formed any opinion or not?—Yes, I have. The so-called classification of skilled labour is as essential in that as in any other body of workmen, not only in the interests of the service but in the interests of the men themselves. If all men were equal in skilled industry and energy, then to resort to gradations of pay, as I prefer to call it, would be, in my opinion, unjustifiable. Where gradations of pay have not existed in certain trades in my late firm's employ I have frequently felt that I was perpetrating an enforced injustice to the best and most conscientious workmen, because I could only pay them the same wages as I paid to the least-skilled and lazy men of their class. I look upon any other course as preventing a healthy spirit of emulation and development of skill among the workmen and the distribution of equivalent rewards to individual efforts. Indeed, if uniformity of pay was the universal rule in all departments of labour, we should, in fact, become a nation of automatons or imbeciles.

25,839. You say, "I could only pay them the same wages as the least-skilled"?—Yes. The reason I could not pay a man more than that was that the trades unions stepped in and said that all men were to be paid alike. Immediately I began to pay one man above the standard rate of wages the others, of course, would have claimed it as a rise of wages applicable to all alike.

Mr. *Dale*—continued.

340. Then the difference of system pre- g in the Government yards and the private arises, you think, from the Government ng to adopt what they think a better n?—I do not quite follow that question.

341. It has been pointed out to us that e shipbuilders did not adopt that system ssification which prevails now in the nment dockyards?—That is true as to trades only. I will illustrate that. On lyde, and I believe I am right in saying in t too, the joiners were paid on a graduated I think I am right in saying that, and ny other trades. The engineers in our ers' shop were also paid on graduated but the shipwrights in private yards have s set their faces against what is known sification, but which, in my opinion, really be more properly called graduation of cording to a man's worth and fitness.

342. You desire, I believe, to comment on statement to the effect that a ganger of t Sheerness is paid 32*s.*, whilst his two labourers get 20*s.* and 21*s.*?—I wish to t that because it seems, upon the surface, nfair. The circumstances are these. The eferred to at Sheerness as getting 32*s.* a instead of 24*s.* a week is not a skilled er but a shipwright, and is employed upon s having extremely thin plating and re- g great skill to keep the plates fair. are the reasons why the man is paid a nt rate of pay. The first reason is because hipwright and not a skilled labourer, and ly, because he is on very special work.

343. A suggestion was made by some pre- witness that skilled labourers should be as minor tradesmen in their respective ries. Do you concur in that view?—No, inly do not, for so long as there is skilled o be done skilled labourers get their share and when skilled work runs short the labourer falls back upon and performs dinary labourer's work, but if you con- d skilled labourers into minor trades and an short they would have to be discharged, would not be to their interest. Another tage of keeping to the present arrange- is this, that if the work runs short in, say, ng, the men may be employed upon other s of skilled labour requiring assistance l of being discharged, and altogether it is to the advantage of the men to maintain esent system, as it gives them more con- s employment.

344. Would you just tell us briefly what gard as a skilled labourer, or what is the tion to be drawn between a skilled and killed labourer?—A skilled labourer is a who is able from his intelligence and g to perform a certain amount of nical work, whereas an ordinary labourer nan who is a mere hewer of wood and r of water.

345. Would the holder-up be a skilled er?—Yes, the holder-up would be a skilled

Mr. *Dale*—continued.

labourer in the sense of the dockyard meaning of the term.

25,846. Would the plater's helper be one?—No, not the plater's helper. A man doing drilling work, or rivetting, or some such mechanical work as that would be one.

25,847. Do you consider the present day-pay wages of skilled labourers fair wages?—I think they are very fair indeed; an advantage which the dockyard labourer has over the ordinary labourer in the private yard is that the ordinary labourer in private yards is not allowed to touch skilled work at all. I therefore think the dock- yard labourer is in an exceptionally fortunate position in that respect.

25,848. Some reference has already been made by Mr. Forwood to the complaint that men upon piece-work are not aware of the piece-work rates which they would ultimately be paid, and I think Mr. Forwood admitted that?—Yes, I think Mr. Forwood has met that, and I quite agree in what he has stated, namely that a man can get that information now by simply applying for it. The rate books are in the hands of the officers, and before beginning work the men can know the rate of pay they are to receive for any job.

25,849. (To Mr. *Forwood.*) There have been up till recently some little difficulties, have there not?—Yes, there have been some little diffi- culties about it, but those have all been removed now.

25,850. You have, no doubt, read the state- ment about the alleged stoppages of men's day- pay wages on piece-work?—Yes, I have.

25,851. (To Mr. *Williamson.*) Can you give us any information, or do you desire to give us any information on that point?—As regards these alleged stoppages of men's day wages when on piece-work, I have not been able to inves- tigate the particular cases from want of more specific information than is given in the printed evidence, but I may say that, in a general way, whenever a man's earnings on piece-work fall short of his day-pay wages, an investigation into all the circumstances of the case is made before he is mulcted of his pay, and he is only checked after his officers are satisfied that he might have earned his wages had he been so disposed.

25,852. Is there systematic overtime?—No, there is not. Systematic overtime is against the dockyard regulations. Overtime is only resorted to in cases of absolute necessity, and under the special authority of the Admiralty.

25,853. If there were very great pressure for the early delivery of any ship of war, would you resort to double shifts?—That could scarcely be carried out, I am afraid, in the dockyards. because we have not, as you have in private yards, the opportunity of going to the gates and getting a large number of men at short notice, the dockyards in every case being situated in positions very remote from all shipbuilding centres; therefore I see some difficulty in that. The only way to keep your machinery going night and day would be to divide your men

Mr. *Dale*—continued.

into two squads; but, clearly, that would not be an economical policy.

25,854. Do you mean that the difficulty of obtaining considerable reinforcements of men would lie in the house accommodation question, or what?—I dare say there would be some difficulty of that nature as well, but, in time, that would adjust itself.

25,855. You would have to take into account the railway journey from the Clyde to the yard, is not that so?—I think that would act as a deterrent. It is a pretty considerable sum for a man to raise to go long journeys like that. Of course, in very exceptional times and circumstances, no doubt that would be met in some way; such as by arranging special inducements.

25,856. Perhaps the more serious difficulty would be that the very circumstances under which you desired to increase the number of men were going to be temporary in their operation?—Quite so, and the supply, of course, would largely depend upon the state of the private shipbuilding trades. You would not easily induce men in very busy times to go long distances from their homes and families to enter the Government service.

25,857. I think you desire to offer some observations upon a statement made as to the low wages of men in charge of very valuable stores?—Yes. I would like to say this much, that the statement that a man receiving 18*s.* 6*d.* a week being in charge of 30,000*l.* worth of stores is certainly not correct. All the stores are in charge of the storekeeper of the dockyard, a highly responsible officer, under whom there are foremen of storehouses, and storemen in charge of each store. Mr. Lewington, I think, is the name of the man who gives that evidence to the effect that he was in charge of the store. I find that he is a labourer in one of the stores under the direction of the last-named officer, and the officer of the store, of course, is alone responsible to his superior officer for the custody of the stores. Before a man is eligible to become a man in charge, and is made responsible for the stores, he has to pass a competitive examination before the Civil Service Commissioners, and he must have the highest references as to character and integrity before he is raised to such a responsible position.

25,858. Have the storemen to serve any period before they can compete in an examination?—Yes, it is a general rule of the service that all men must serve three years as workmen, or in a subordinate position, in order to widen their experience before they are allowed to compete for any position of responsibility or trust.

25,859. What do you desire to say as to the rates of pay of dockyard joiners, and their skill?—I should like to clear up some of the statements made by one of the witnesses on that question. I have reduced the pay of joiners on shipbuilding in the dockyards to a rate per hour, for the purposes of comparison with the rates paid in private yards. I may say that the rates of wages stated by Mr. Twigg, the witness, is substantially correct. The present graduated

Mr. *Dale*—continued.

rates of pay per hour paid to the dockyard joiners, as given by him at a rate per week, would be 7*d.*, 6·94*d.*, 6·82*d.*, 6·7*d.*, and 6·59*d.* per hour. The Clyde and Belfast ship-joiners' graduated scales of pay range from 7½*d.* to 6*d.* an hour, so that I think those figures show, conclusively, that the comparison is very fair. The Clyde and Belfast centres are practically the largest shipbuilding centres, and, as is well known, they build a high class of passenger ship, and a considerable number of joiners are employed; yet I notice that Mr. Twigg in his evidence has omitted to state, not only the Clyde and the Belfast rates of pay, but he has omitted to mention the fact that the so-called classification or gradation of pay amongst the joiners also prevails at those ports. I think, also, he was scarcely fair when he quoted the highest rates of wages prevailing at places like Birkenhead, Liverpool, and London, which, being exceptionally high, not only as regards joiners, but as regards all other trades, have been the means of driving the shipbuilding industries from those once busy centres, leaving them practically nothing else but repairs to effect. He also rests his inferences upon the wages paid at some of the north-east coast ports of England, but I may mention that the class of vessels usually turned out there is such that the joiner-work is really a very small matter indeed, amounting on the whole, in one of those ordinary cargo ships, to not more than 300*l.* or 400*l.* at the outside, so that 10 per cent. above or below, on a small amount like that, would not be a very serious matter in the wages of the joiners alone. I think I need not trouble you any further, if you are satisfied on that point.

25,860. Have you considered the system of selecting joiners' apprentices, in the light of Mr. Twigg's statement?—Yes, I have, and I consider that, on the whole, the system works well. In my opinion there are no good grounds for stating that the selection by the officers is not impartially carried out. The system of not requiring joiner apprentices to undergo a competitive examination, which Mr. Twigg, if you remember, made a point of complaint, is looked upon as a boon by many parents having large families, who are not able to afford to pay fees for specially coaching their sons for the examination, as is the custom among candidates competing for the positions of shipwrights and fitter apprentices, so keen is the competition to obtaining those appointments.

25,861. What do you say about hired riggers being granted a bonus on discharge?—I think Mr. Forwood has dealt with that.

25,862. Very well?—(Mr. *Forwood.*) A bonus on discharge is given to all the men on the same terms. I did not mention that particularly, but it applies to all classes of men employed in the yards. The bonus is given after seven years' employment. (Mr. *Williamson.*) Yes, it applies to the whole of them.

25,863. (To Mr. *Williamson.*) How often are the wages paid, and how much is kept in hand?

Mr. *Dale*—continued.

lockyards they pay the wages weekly. that it was stated that a week's re kept in hand, but that is scarcely It is 4½ days in reality, against from ree days lying time in the private

Do you pay on the Friday afternoon? pay on the Friday, at noon.

Up to the previous Saturday?—Yes, previous Saturday. (Mr. *Forwood.*) terpose there, and say that I gave very ntion some time ago to that, in order wages up to the last possible day at books could be closed, and that is of time at which the officers could ooks.

With regard to this bonus system, on t based, or how is it arrived at?—*amson.*) You mean on discharge?

Yes?—The bonus is this, that after rs' service, if a hired man is dis- r has to retire for any reason beyond ntrol, then he gets a week's wage for of service, as a bonus on discharge or .

He would in five years get 5*l.*, then? 5*l.*, 7*l.* as a minimum for seven years' d above, supposing his wages to be 1*l.*

Do you wish to add any other general n bearing upon the labour question in sty's dockyards?—I may add this t if the dockyard workmen could y realise the extent of the sufferings y experienced by their fellow work- ivate yards in times of depression in uilding trade, and if they could only respectable artisans, from no fault of having to part with their furniture the necessaries of life, and ultimately ac ept charity, such as gifts from soup and blankets and coals from the , then, I venture to think, they would re highly than they seem to do the e comforts ensured to them by steady employment, and many other they enjoy as Government employees. these things with no desire to dockyard workmen, but rather with that they should realise what these really mean, and having done so, to they must as thoughtful and men, that the privileges they enjoy real and substantial. At the same reely admit that, in my opinion, the rease of wages and other concessions the dockyard workmen were justly their due, in order to make them the mean rate of wages paid to the e private yards, in proportion to their ial privileges. I consider that those s have been carried out as equitably as icated system prevailing in the dock- mitted. In giving effect to those it is possible as time goes on that malies may come to the surface. few such cases have already occurred

Mr. *Dale*—continued.

and attention has been drawn to them, the officials have, according to my experience, shown a just readiness to remedy them at once, as far as is consistent with their public duty, and I think I am not going too far, as a public servant, if I say that I believe a similarly just policy will always be pursued towards the Government workmen.

25,870. Is there any prohibition imposed upon men employed in the dockyards against forming a union?—No, I am not aware of the existence of any actual order against it. (Mr. *Forwood.*) There is none at all; they are perfectly free to act as they please.

Mr. *Gerald Balfour.*

25,871. (To Mr. *Forwood.*) I think there is a small clerical error in the third paragraph of your proof, is there not? These figures do not appear to be quite correct, and I only wish to give you the opportunity of correcting them. If you add 12,700 to 4,300 and 3,900, you get a figure larger than 15,400?—Yes, but you have not the establishment men here.

25,872. But, I think, you say there are 15,400 men on the hired list, of whom 12,700 are artizans, 4,300 skilled labourers, and 3,900 ordinary labourers?—Yes, I should have said established and hired. The figures I have quoted make up the total numbers, viz., 5,500 established, and 15,400 hired.

25,873. I merely wished to call your attention to it?—I am much obliged.

Mr. *Burt.*

25,874. Is the total correct?—Yes, with the explanation I have now given.

Mr. *Gerald Balfour.*

25,875. You speak of the difficulty you experience in dealing with the large body of labourers employed at the dockyards, in consequence of the parliamentary influence which they exercise?—Yes.

25,876. Has that increased of late years?—Much so.

25,877. What are the regulations by which the Admiralty apparently expected to prevent this difficulty arising?—There is a distinct regulation against workmen seeking, through political means, advancement in their position in the dockyards.

25,878. Has that rule been a dead letter?—I am afraid it is practically inoperative. That is my experience, at least.

25,879. Should you consider that as an objection to any great enlargement of the sphere of Government employment?—Yes, I think it is decidedly undesirable to extend largely the number of people in Government employment, by reason of the political influence they can bring to bear upon their members.

25,880. You say there is no rule against the men combining in a union?—No.

25,881. Have they, as a matter of fact, made use of the permission to do so?—There is no permission given.

Mr. *Gerald Balfour*—continued.

25,882. Have they made use of their liberty to do so?—I believe they have. They have come before me as representatives of different unions amongst themselves.

25,883. Do the rules of employment in the dockyard in any way contravene the rules of the unions to which the men belong?—I do not know whether all the men do belong to unions.

25,884. But some of them do?—No doubt some of them do belong to unions, but I am rather inclined to think that, as a rule, they do not belong to unions, except associations formed amongst the men in the dockyard employment.

25,885. As to the shipwrights in Government employment, would they belong to the Shipwrights' Union?—I have never made inquiry into it. My impression is they do not.

25,886. In any case, you have never experienced any difficulty in consequence of the unions attempting to impose their rules on the men employed at the dockyards?—The officers of the unions have from time to time communicated or have written to the Admiralty, complaining of the men at the dockyards not being paid, as they think, according to union wage. That is the extent of the unions' influence.

25,887. But from the men themselves in the Government employment, no complaints of that kind have been received, is that so?—Not *qua* unions; but they have urged upon me from time to time that men outside the dockyards receive a higher rate of pay than those in the dockyards, and they have produced papers issued by the unions, showing the rates of pay at different places.

25,888. But that has not, in practice, produced any serious difficulty?—No.

25,889. One of the dockyard men who gave evidence before the Commission, suggested that there should be a joint committee to fix the wages paid. Is that a suggestion which you could yourself approve?—Certainly not.

25,890. What do you think would be the effect of its adoption?—That the man who has to receive the money would be directing the man who has to pay what he shall pay.

25,891. Do you think there are special objections to such a system in the case of the Government dockyards?—No, it is a plan I should object to, whether in private or public employment.

25,892. Do you not think that the objections would be greater in the case of Government employment, seeing that Government is not bound to make its undertakings pay?—I think of the two it would be more objectionable in Government employment than in private employment, because in the private employment the individual would feel that if he was giving way too much to the desire of the men, in respect to wages, he was taking it out of his own pocket, whereas in the Government employment pressure would not be for the individual representing the State to pay his own money, but to pay money with which he was entrusted.

Mr. *Gerald Balfour*—continued.

25,893. That is just the answer I anticipated you would give. As a matter of fact, in trying to estimate what would be fair wages for the men you are obliged to compare the wages paid in private dockyards?—I think it is right to do so, and we did do so.

25,894. It would be very difficult indeed to fix a standard if you had no such means of comparison, would it not?—I think so.

25,895. Your only other plan would be to fall back upon the general principle of supply and demand?—Yes, as I have already stated in regard to unskilled labour, we paid more than the men themselves actually asked who present themselves at the dockyard gates to be employed.

25,896. Now, in fixing the wages, you chose two periods, one of depression and another when trade was brisk, and you took the mean?—I took the mean.

25,897. Between the wages paid in those periods in private yards?—Yes.

25,898. Do the wages paid in Government dockyards correspond to that mean exactly, or is an allowance made for the special advantage which they enjoy of continuous employment?—Practically, for hired men, the mean corresponds with the mean pay in the private yards and the advantages to men are not regarded. For instance, I will take the shipwrights, the maximum we pay to hired shipwrights is 34*s.*, the mean on the calculation of private yards would be 34*s.* 1*d.*

25,899. So that as regards the hired men—at all events in respect of the wages paid to them—they are as well off as those employed in private dockyards, and they have advantages which those employed in private dockyards do not enjoy?—Yes, in respect of the wages paid for the hours worked.

25,900. Do you believe the result of that to be that you get on the whole better men than those employed in private dockyards, because in reality it appears that the terms, taking everything into consideration, are better in the Government dockyards than in the private yards?—I am not able to draw that comparison, perhaps Mr. Williamson would be able.

25,901. What is your experience, Mr. Williamson?—(Mr. *Williamson.*) I think, on the whole, the hired dockyard men are about equal to the class of men you meet in the private yards; they are equal to some of the best that you meet in the private yards.

25,902. That is to say, the average of the hired men in the Government yards is higher?—I should say it was rather higher.

25,903. Corresponding to those additional advantages which they get?—Yes, quite so.

25,904. Now, with regard to the system of classification, Mr. Forwood, your opinion is that the objections which have been stated before the Commission to the system of classification are unreasonable?—(Mr. *Forwood.*) I think so.

25,905. You think that they are such objections as men naturally raise when a system is first started, but which in process of time would

Mr. *Gerald Balfour*—continued.

n by themselves to be without foundation? hink that they will come to the conclusion, they have had a little time to see the tunities that are being given for the better on the lower grade to advance pay—that will see that it is fairly adjusted, and that l give satisfaction.

906. You think there is no foundation ever for the charge of favouritism?—I think We have taken every precaution possible revent it, and to prevent any individual passed over without proper consideration e superior officers of the yard.

907. Was there a case at one of the dock- in which the men threw into hotch-potch wages they received and then re-divided ?—I do not know; I heard something t it, but I think it had something to do the tonnage system. I do not know about (Mr. *Williamson.*) It has never come before xcepting by rumour. I have never heard complaint made about it.

908. But you have heard a rumour to that t?—I think I read it in the evidence.

909. I believe it was stated in the evi- e?—Yes, I think it was stated in the ence.

910. I presume that in private yards there ariations in the wages paid, are there not? wrights, for instance, are not paid identical es?—Yes, they are.

911. They all receive the same wages?— there is no gradation of pay in the case hipwrights in private yards; there is in ect of joiners and blacksmiths, but not of wrights.

Mr. *Dale.*

912. Between one man and another, and as between one yard and another?—As ween one man and another.

Mr. *Gerald Balfour.*

913. Every competent shipwright receives same wages?—Every shipwright, whether petent or not.

914. Is that insisted upon by the Ship- ghts' Union?—Yes, that is so; and the ers have been agitating for years to be put n the same basis, but they have never been to succeed in that yet.

915. I should like to ask one or two stions with regard to the systems of piece- k mentioned on page 18 of the proof. You e two systems of piece-work, one which I may the ordinary system, on which a certain sum aid for carrying out specified work, and the er a tonnage scheme for associated piece- k?—(Mr. *Forwood.*) Yes, the task and job y be associated, there may be a few men ng task and job, putting on plates, there y be four or five men engaged in putting on tes and that would be associated piece-work, l they would get so much per plate; but on tonnage system they may be called upon to

Mr. *Gerald Balfour*—continued.

put in 500 tons weight of material, and until the whole of that material is in (and it requires a great many men to work at it) the earnings made by putting it in cannot be ascertained. There is delay in ascertaining the earnings, and a great crowd of men are employed over the one job.

25,916. It seems to be rather a question of time than of magnitude?—Yes.

25,917. You may have associated piece-work even on what you call task and job?—Yes, on task and job.

25,918. And in that case the job is usually a small one, and quickly finished?—Yes.

25,919. Whereas in the case of tonnage it may last a long time, and a large number of men may be employed on it?—Yes.

25,920. What length of time in the case of tonnage might a job extend to?—(Mr. *Williamson.*) It might extend over a period of months. For instance, the tonnage system covers the fitting, screwing or rivetting, and caulking, on a particular job, of heavy plates on the deck, we will say. In all these things—in the Government ships especially—the plating is done, and the rivetting may be left for a long time, especially in certain parts of the ship where you require to put up machinery to get tanks and other things down below, so that the only thing you can do in that case would be to pay the men a little over day pay, but you have to be so cautious with this tonnage system not to pay them too much because there would be no getting it back, and the work being incomplete the officers have to estimate how much they think they can afford to pay the men over and above their day wages afterwards, when the job is completed. That is a very unsatisfactory system as regards the men. If you take the piece-work system, which is divided up and the work more sectionalised—that is to say, the framing of a ship goes up as a frame—that money is paid immediately and can be brought into account, while with the other you cannot do so. It is the same with the shell-plating, and so much per plate for fitting. Then come the rivetters, and if a man puts in 100 rivets he is paid at once for them. Do I make myself clear?

25,921. I understand perfectly. The reason I ask the question is because we had some interesting evidence given here the other day by the manager of the Thames Iron Works, Mr. Hills, who had adopted a system very similar to the tonnage scheme, under which he paid the men the profit they had made on their labour month by month?—Yes. I think the explanation of that must be that the tonnage system is minutely sectionalised, that is to say, that he puts on his shell-plates by weight, and so on. I believe that on the north-east coast of England that used to be the way in private shipbuilding yards there. The thickness and area at one time governed the price paid, but the men maintained that a fairer way was to pay by weight per plate. Whatever the average weight of the shell-plate or the skin-plate of the ship may be they

Mr. *Gerald Balfour*—continued.

would rate it accordingly, the men arguing that that was a fairer system on account of the weight being the standard as to the number of men required to handle that plate. I am not sure; I cannot explain Mr. Hills' particular system, but I should say from his being able to balance up every month that he must have some system of tonnage minutely sectionalised.

25,922. I do not think that was so; but perhaps it is not worth while going further into that particular matter. I think Mr. Hills told us that these jobs were calculated sometimes as much as three years in advance, and that the amount which the men might be supposed to have gained during the month upon the estimated cost of labour was paid to them each month. He said that the scheme involved a complete re-organisation in the system of accounts?—No doubt.

25,923. You do not think it would be possible to adopt a system of that kind in the Government dockyards, do you?—I think not. I think piece-work at fixed rates is the fairest.

25,924. I see, Mr. Forwood, you say here that when many men are employed the work of the individual becomes lost in the work of the whole number?—(Mr. *Forwood.*) Yes. As to the man himself it becomes lost.

25,925. It was one of the most interesting points in Mr. Hill's evidence that his scheme produced such hearty co-operation between the men, that the gain was not so much in the additional exertions of each individual as in the superiority of the work done through their willing and hearty co-operation with each other?—The other case has been represented to me from the side of the men. They say that a man anxious to push on and do a great amount of work would see a man who was participating with him in the profitable result of doing the same work, and not putting his shoulder to the wheel to the same extent, so that that rather detracted from the incentive to himself to push on.

25,926. One question in respect of pensions. The number on the establishment of men who become entitled to pensions seems to be over 50 per cent. of the total number?—Yes, I have the figures. The total number, according to the statement which I have put in, who would have been entitled are 442, and of those only 83 died before coming to a pensionable age. That is the result.

25,927. I presume that the men on the establishment are, in the first instance, picked men, both as to health as well as in other respects?—I will not say as to health, but I think one may assume that a good workman must really be a healthy workman. The way a man works depends very often upon his health, and I think in that sense it is so. But he is not medically examined. (Mr. *Williamson.*) Not on being transferred from the hired to the establishment list. (Mr. *Forwood.*) He is medically examined on being taken on as a hired man, to see whether he is physically all right for work.

Mr. *Gerald Balfour*—continued.

25,928. And in all probability the men on the establishment would have exceptionally good lives, would not they?—I think so. I think there is much less care on a man's mind when he is put on the establishment, and he is likely to live longer. He knows that for all time his life is comfortably provided for.

25,929. (*To* Mr. *Williamson.*) You spoke of the advantage of establishing night-shifts?—Yes; in the machine-shops only.

25,930. I suppose that if in a time of pressure you were to obtain workmen from other parts of the country, as soon as the pressure was over these workmen would have to be discharged?—Yes; they would have to be discharged.

25,931. And your general object in the dockyard would be to have a system under which as few as possible of the men would be discharged?—Yes.

25,932. You prefer to keep your numbers uniform as far as possible?—Yes, as far as possible.

25,933. And that would be of itself a serious objection to night-shifts if there was no other objection?—Yes, quite so.

25,934. The unskilled labourers you say, Mr. Forwood, have the advantage at the Government dockyards, that if they are capable men they can pass into the rank of skilled labourers?—(Mr. *Forwood.*) Yes.

25,935. Does that mean that they can do joiners' work or shipwrights' work on occasion? No, but the skilled labourer does not rank with the joiner or the shipwright, but he becomes what might be called, in a secondary degree, competent to work in woodwork, say.

25,936. Supposing a skilled labourer were capable of doing joiners' work, or shipwrights' work, would he be permitted in a dockyard to do such work?—Supposing a skilled labourer were to prove himself competent.

25,937. I suppose there are cases where a man of exceptional intelligence as a workman——?—(Mr. *Williamson.*) I do not think you would put a man who had not served his time to a trade to any of the higher-class work of the shipwright or joiner. No attempt has ever been made to do that.

25,938. Is that because he would be unfit to do it?—No, I do not know that it would turn on his fitness; such a course has not been tried (Mr. *Forwood.*) I doubt if the other men would work with him.

25,939. The other men would refuse to work with him?—(Mr. *Williamson.*) I expect they would.

Mr. *Burt.*

25,940. With regard to the limit that you mentioned as having been fixed to the number on the establishment, is that limit fixed by the officials?—(Mr. *Forwood.*) It is recommended by the officials to the Board, and inquired into by the Board, and adopted by the Board after inquiry.

Mr. *Burt*—continued.

25,941. Is the number modified from time to time, or does it remain fixed?—The number is varied from time to time. It was at one time larger than it is at present, and during the last two years it has been altered. Putting on the establishment was stopped for a time because it got rather excessive.

25,942. Is there, as a rule, among the workmen themselves, a desire to be placed on the establishment?—A distinct desire and it is looked upon as a privilege, and in most trades it was looked upon as a privilege even when the abatement of wages was so much greater than it is to-day.

25,943. I think you said that in the case of those that are hired, as contra-distinguished from those on the establishment, they are, of course, the greater majority, and although they are liable to dismissal at a week's notice, still, as a matter of fact, they are kept on for over very considerable periods?—All their working-lives from the time of their entry.

25,944. That being so, there is probably a reason for it, but it seems rather a strange thing that the number on the establishment should be so limited?—It has not been thought necessary to have a larger establishment than the figures I have given, and, of course, a large establishment means in the end a very large increase to the ineffective votes of the Navy. It is a financial question as well.

25,945. It is more economical on the whole to have it as it is?—It is more economical, I think, although there must be a limit to an establishment. You could not have all your men on the establishment, for there will be fluctuations in the extent of the work to be found for the men; and again, it is not every hired man you put on the establishment, because whilst you may hold over the hired man, if he is not attentive, the possibility of his being discharged, once he is on the establishment that eventuality is removed, and is not present in his mind.

25,946. He could be discharged, I suppose, for certain specific offences?—Yes, it would have to be a serious offence.

25,947. They would have to be something serious?—Yes, that is because a man has obtained a certain vested interest to a pension and to employment.

25,948. In the evidence that was given by shipwrights I think mainly, but also, I think, by some other classes of workmen, there were complaints made that men doing exactly the same kind of work were receiving different rates of pay, but that would be due to the classification that you mentioned, I suppose?—Yes, the graduation of pay.

25,949. Just for a moment going back to the question of those on the establishment, is there much friction and dissatisfaction owing to the distinction between the one and the other?—No, I think not at all. You mean because some are hired and some are established?

25,950. Yes?—No, none at all. (Mr. *Williamson.*) No, not at all.

Mr. *Burt*—continued.

25,951. The men, not knowing exactly the rate of pay, I think you admitted that in that respect there was a legitimate grievance?—Quite so.

25,952. That has been removed now, has it not?—Yes, quite so.

25,953. The thing is working smoothly now?—Yes, it was incidental to the experiment of a new system.

25,954. Is there a desire now to extend piece-work?—Yes.

25,955. And do the workmen manifest any objection to its extension?—No; a few workmen have manifested objections to the tonnage scheme for the reasons I have stated, that they did not know what they were earning, and the prices were not such as compensated them for the exertion they used.

25,956. If I understand aright the extension of piece-work, or what is ordinarily understood as piece-work, would tend in the direction of obviating those objections that they have to the tonnage system?—Quite so.

25,957. It would be in lieu of that?—Quite so; it would be in lieu of the tonnage system.

25,958. It would be more intelligible and specific?—Quite so. A man would know when he put, for example, a plate on a ship, that he had earned so much money.

Mr. *Trow.*

25,959. Do the hired men receive the benefits of the holidays—are they paid for holidays the same as establishment men?—(Mr. *Forwood.*) Yes.

25,960. And do they receive the medical attendance and half-pay?—When hurt in the service. (Mr. *Williamson.*) The same as the establishment. (Mr. *Forwood.*) The same as the establishment precisely.

25,961. There is a strong desire now to get on the establishment, do you say?—Yes.

Mr. *Hewlett.*

25,962. Is there a difficulty in getting a sufficient supply of men for Her Majesty's dockyards?—I have never heard of it. I do not believe there is any difficulty.

Sir *E. Harland.*

25,963. Reference was made to the difficulties, which you felt had been so much increased in dealing with troubles with the men from political influence brought to bear?—Yes.

25,964. And you referred, I think, to some rule restricting or prohibiting such being urged by the men in the employment of the dockyards?—Yes.

25,965. Do you chance to know if the same applies to the Post Office as a Government Department?—I do not know what the exact rules are, but I can send to the Commission a copy of the rule which deals with that as far as the dockyards are concerned (*copy afterwards forwarded; see List of Documents*).

Sir *E. Harland*—continued.

25,966. It was merely that I do not remember in the House your being, shall I say bored, to the same extent as the late Mr. Raikes was during some strikes. I do not remember any strikes in the dockyard?—No.

25,967. Still, from your statement, one would gather that matters perhaps may not have been facilitated by any influence that was brought to bear?—I do not wish to be misunderstood about it. What I wish to explain is this, that the political influence has been by men, or classes of men, seeking the aid of their members to benefit themselves individually, or to gain promotion individually, or to obtain advantages for the class and the trade to which they belonged.

25,968. That is to say that if such were put forward——?—May I add to that before you ask me the other question. The rule of the dockyard is that if any man has any wish to communicate with the Admiralty he must make that communication through the head of his department, and through the Admiral Superintendent, and it is thought that it is subversive of discipline if the communication is made through anyone outside the dockyard.

25,969. That is, speaking as a member of Parliament, you consider that you had also a duty to your country to look to as well as a duty to your constituents; that is, a duty to your country in having the work done as economically as possible, and a duty to your constituents in seeing that they suffer no wrong?—As the dockyard member?

25,970. No, not as dockyard member?—I, as member of Parliament, consider that I have to act fairly to the men in the employment of the State, and to deal equitably at the same time with the public moneys at my disposition in the position in which I am placed in connexion with the Admiralty.

25,971. Precisely?—To act as an arbitrator, in a sense, between the two parties.

25,972. With regard to the apprentices, do you take an apprentice in the dockyards to the iron as well as to the wood work?—(Mr. *Williamson.*) The apprentices are taken only for the various trades, shipwrights, or joiners, or blacksmiths, as the case may be. Shipwrights in the dockyards do the ironwork now. We have none of what you call regularly-trained iron shipbuilders; but the shipwrights manipulate the iron in the dockyards, in a way similar to what the iron shipbuilders do in private yards.

25,973. Does that apply to the old shipwrights, who may have been trained up to that work, or on whom they may have been grafted when iron shipbuilding was first introduced into the dockyards, or does that apply now to youths who go in as apprentices; are there, for instance, youths who "enter," as you call it, in the shipwright department to learn to work both in the iron and the wood?—Yes, both, that is to say, the old shipwrights of the old wooden days (that is, so far as they are left now in the dockyards) have adapted themselves to the changed circumstances of building in iron, and the youths, as they go in, are still called shipwrights, though they know little or nothing of wooden shipbuilding; but are really trained purely and simply to the iron shipbuilding trade.

Sir *E. Harland*—continued.

25,974. Then am I to gather from that that whereas once the name "shipwright" embraced simply the old-fashioned wooden ship carpenter, it is not so limited now?—Yes.

25,975. Whereas now the name "shipwright" in the dockyards embraces two sets of men?—Yes, that is so.

25,976. The iron shipwrights and the wooden shipwrights?—That is so.

25,977. Do I gather from that that a young man going in to serve his time would elect, or you would elect for him, whether he shall follow the iron alone or not, and that another shall or shall not follow the wooden department alone?—No. The point is this, that the old shipwright, having adapted himself to the iron shipbuilding, he does the ironwork as well as the woodwork; that is to say, he will go on with the framing and plating of a ship, and even rivetting, if required; and in addition to that he is able to go and lay decks or sheathe ships, so that really the shipwright of the older time is now a worker in wood as well as in iron.

25,978. My question is now, not as to the old shipwright—that I understand now—but with reference to the young shipwrights who want to come in; does one of them learn more particularly the department in iron and the other the department in wood?—Not more particularly; he has to learn both the iron and the wood, the same as the old shipwright had. There is really no difference between them.

25,979. Then the youths are being trained up now at the first onset to the same work as the old ones had ultimately to accommodate themselves to?—Yes; that is so as to learn so much of working in wood as required of them.

25,980. But in view of its taking, you might say, most of the time of an apprentice to learn one department, is it possible that he can learn two departments in a term of six or seven years?—I think so, but the iron department is now the more important one, and occupies the greater portion of his time, woodwork requiring much less of his attention than when wooden ships were built.

25,981. You are, of course, specially in a position to be competent to judge of this point, but it certainly appears to me to be rather exceptional?—I quite agree with you it is exceptional, but I hope I make myself clear that there is practically one class of shipwright working as a tradesman in the yards, varying only in their training, as I have explained.

25,982. Now, even amongst the old shipwright hands who are able, we will say, to adapt themselves so as to take up either department, are not there a great many who never really touch the iron, and others who never touch the wood?—No; shipwrights

Sir *E. Harland*—continued.

e dockyards now work upon both iron ood. May I also bring to your recol- that that is not altogether excep- in the private trade. You will find in certain yards upon the Wear and on yne, and even in London, where the rights of the old wooden days have ed themselves to the manipulation of iron ilding, and these men work also in wood quired, and are usually outside what is as the Boiler-makers' Association. are two or three yards on the Wear men of that class are employed.

983. Have you any specific term of nticeship to be served?—Yes, six years esent. The old shipwright apprentice o serve seven in the service, but now it is ars.

984. I suppose you are aware that in e yards seven is the usual period still?— ipwrights. May I also say that that in different districts. On the Clyde it is ive years. (Mr. *Forwood.*) The dockyard was seven, and it has within the last ears been reduced to six.

Mr. *Dale.*

985. Are they bound apprentices or tured?—(Mr. *Williamson.*) Yes; in the ards they are regularly indentured and

Sir *E. Harland.*

986. You have described the great facilities dvantages they have in being able to take e extra training?—Yes. (Mr. *Forwood.*) are dockyard schools.

987. As you mentioned, in Her Majesty's ar.ls work has been greatly improved cipline, and there are additional facilities uced by new machinery, I presume, and odern appliances, so that the cost of ction in the Government dockyards rs to have been reduced, if anything, the cost of production in private yards?

988. Or about on a level with it?—Yes.

989-99. You referred to having only charged bs with, say, 12½ per cent.?—12½ per cent. tablishment charges.

000. And I think you mentioned that in e firms they would charge 20 per cent., ps?—Yes, my experience is such.

001. That is to say, they would have it necessary, no doubt, to do so; but ps the difference between those two per- es might, in your case, be absorbed by nsions?—In the 12½ per cent. we included ion of the pensions.

002. That is, in the 12½ per cent. pensions, e included as incidental or fixed charges?

003. In that case, then, it would appear ng the cost down to quite the level of in private firms?—Yes. I may say, to it perfectly clear on that point, that we took the buildings, premises, and plant that already existed in the yards when this scheme was adopted four or five years ago, and, as it were, gave it to the yards without charge; but we said any new buildings, any new plant, any new machinery you want we will charge to the cost of ships built in that year, because we cannot have a capital account, and it was done for this reason, that the yards felt that the accounts were unfairly kept as regards the cost of their ships, and that contractors' ships appeared to cost less money than the dockyard ships, so that we went closely into that question of what the value of the plant was for building purposes, and adopted the plan I have told you of, of giving them practically the plant already in existence and charging to the work of the year any new plant we might put down. Mr. Williamson reminds me that there is a certain amount of plant and a certain amount of work every year put to the yards and to foreign yards which is not specifically required, and has nothing to do with shipbuilding, but has to do with the ordinary maintenance of the naval establishment, but which cannot be charged to shipbuilding proper. I wished to err on the side of liberality, as I did not wish to tempt them to compete with private yards.

26,004. The question was put by Mr. Balfour as to whether you could not work a double-shift, and you very clearly, to my mind, showed that, in the isolated places which are generally occupied by Government dockyards, there are very few private works in the neighbourhood of the dockyards, and you would have a difficulty in getting a sufficient number of men to form a double-shift?—(Mr. *Williamson.*) Quite so.

26,005. In case of slackness, they would be paid off?—Yes.

26,006. I presume from that you would be in favour of having freedom of overtime wherever necessary?—Where necessary.

26,007. Acknowledging at the same time the great cost of overtime?—Yes.

26,008. But in view of getting your job done, whatever the department may be, and levelled up to another department, you would work overtime?—That is so. May I say there is no inducement, but the contrary, for the Government to ask the men to work overtime, because, as we all know, it is a very much more expensive means of producing work, and we only do it when it is absolutely necessary.

26,009. With regard to competitive examinations, to which I think reference was made, some claimed that youths who were able to pass some examination of the sort if it were stipulated, should have an advantage over others who did not, and, Mr. Williamson, particularly from your practical knowledge of working-men and young fellows, would you place any very material advantage in the fact of any young man being able to pass certain scholastic tests before he went into the workshop to learn a business?—I think I would in certain trades, in the higher

Sir *E. Harland*—continued.

class trades, such as naval architecture and engineering. I think there, undoubtedly, it is a great advantage to these professions that the youths should be very highly educated, especially as regards those that are employed in the dockyards where the fittings of these war ships are really very complicated, indeed they have become one mass of machinery from beginning to end. (Mr. *Forwood.*) May I supplement that by saying that I have found, in going round the dockyards amongst the men, that, much to their credit, a desire has been manifested that there should be test examinations of apprentices before they entered into the yard, because they think it raises the tone and standard of the men in the yards.

26,010. With reference to the establishment men to which, I think, you referred?—Yes, we have establishment men.

26,011. With reference to the establishment men being kept down to what you described as as small a number as possible, do I gather from that——?—Not as small as possible, but as small as the dockyard officers think necessary or desirable.

26,012. I accept that. At any rate you stated to us, I think, that the officers in their judgment looked upon that number as sufficiently large as it is at present fixed?—Yes.

26,013. In their view of the matter, do you think they take into consideration that the time may come, in the course of two or three years, when you have finished this very large fleet of war ships at present under construction, partly by yourselves; that the work of the dockyards might become so much less as to border very closely on bringing the limit of men down to something verging on what you call the establishment men?—No, I think not, and I will explain why. If you are to keep up the fleet at the present standard at which it is being fixed, the number of men at the dockyards to-day must be maintained at the number we have there. We have purposely arranged that. Of course, ships grow obsolete, and wastage, you know, takes place, and to keep a fleet up to its standard you must construct a given number of new ships every year. What that given number should be has been carefully calculated out, and I may say that, to keep the fleet up, as I said before, to that standard, you have only got sufficient men at the dockyards to-day to keep constantly employed for all time, say.

26,014. That is upon the supposition that there might be no new ships constructed outside?—Any ships to supplement the strength would be built outside, and the number now is the minimum number to keep the fleet up to its present standard. That was one reason why so many ships were placed to contract when the fleet was increased, in order that when those were completed it should not lead to a discharge of men at the dockyards, but that the men we then had at the dockyards should remain in constant and continuous employment.

Sir *E. Harland*—continued.

26,015. But you, in that, are recognising the very great additional power which you have been raising in the dockyards for the construction of new iron ships within the last few years?—No, we have not increased the power of the dockyards so largely as you imagine. The numbers in the dockyards in 1887–88 were 20,300; in 1891, 19,450.

26,016. I was not referring only to the number of men, I was referring to the appliances now introduced at the dockyards, within the last three or four years, for the construction of iron ships?—Oh, undoubtedly, in the last five or six years we have added very greatly to the plant at the dockyards in the shape of improved machinery and better appliances, so that we can produce vessels fairly in competition with private firms.

26,017. And unless there was some very great war, in all probability you might be able to keep up the strength of the Navy, and provide for its wear and tear?—Yes.

26,018. I mean within yourselves?—Approximately so. I would not say actually so. I think, even with our present appliances and our present number of hands, there must be a certain part of the work put out to contract.

26,019. Objection was made to the different scales of wages for the various workmen. But in the case of a graduated or classified scale such as you have adopted, assuming that three men, each on his own scale, were set to his work, perhaps, in that case there would be a difference in the quantity or the quality of the work done; but, I presume, you, at all events, Mr. Williamson, can say that there are very many classes of work about a ship where the intelligence or activity of the men would be shown immediately as compared with some other men?—(Mr. *Williamson.*) Yes, that is so. I quite agree with that.

26,020. And in such cases perhaps the difference in money would be very small as compared with the differences in the men?—Precisely so.

Mr. *Dale.*

26,021. There are one or two statements, Mr. Forwood, I think, that you proposed to put in which we have not yet received. You say, in paragraph 8, "I took the evidence of about "500 men, heard the opinions of the officers of "the dockyards, and drew up a report upon the "whole subject, copy of which I can furnish." —Yes, I hand in this Blue Book. I put in also a table showing the rate of wages; it is the table referred to in paragraph 58. The table will also be found on page 283 of the Blue Book (*see Appendix* 57).

The witnesses withdrew.

Mr. *Dale*—continued.

26,030. A departmental board, as I understand it, would be a board representing shipwrights, or a board representing blacksmiths or joiners, or painters or drillers, as the case may be?—Yes, quite so.

26,031. Consisting of a certain number of workmen employed, it might be, at various works on the Wear, in that particular trade?—Yes.

26,032. And a certain number of employers, or employers' representatives, in that particular trade?—You are quite right.

26,033. And that departmental board would naturally deal only with questions affecting the particular trade which it represented?—The particular department of trade which it represented; quite so.

26,034. The general board, on the other hand, would deal with questions affecting the industry as a whole?—Affecting any dispute as a whole. It may be taken in departments, or the whole question may be taken. As a rule, in questions of wages, when one department is settled with, the others generally follow, whether it be a reduction or an advance.

26,035. You pointed to the title of the court as indicating that the general scheme was one rather of conciliation than arbitration, but, nevertheless, there is a distinct provision for arbitration?—Yes.

26,036. When the departmental board or the general board fail to effect a settlement, it shall thereupon nominate referees?—There is that power.

26,037. And further, the decision of the majority of the referees shall be final and binding?—That is so. Of course, when I say "conciliation," we go upon the principle and in the hope, I may say with the charitable feeling and belief, that both parties are actuated by a desire to get what is fair and reasonable under the circumstances; and so far it has worked very well. There have been strikes on the neighbouring rivers, particularly between different classes of men, not with the employers. There was one very notable one between the joiners and shipwrights as to the division of the work with reference to departments. A strike ensued on the Tyne, and I think they were off for nearly three months, and I need not point out the serious loss which the industry generally, as well as the workmen suffered. Well, we had the same dispute between the joiners and shipwrights as to the division of the work, and we called this into operation, and each party laid before the court what their respective claims were and how they wished to divide the work. It may rather surprise you to hear that there were 300 heads that the shipwrights claimed as being their particular work. Well, we narrowed the thing down and eventually appointed a sub-committee to meet the men and go into these questions. We got the 300 narrowed down at last to 11. They were narrowed down still further and then it got to 3, upon which there was a little dispute, and they eventually practically left it to the builders to decide. We did decide it, and there was an end of it. No strike took place on the Wear, whilst, as I say, they had three months of it on the Tyne. You will see there is a very important rule which we have in No. 2.—"The board shall at all times "adjust by conciliatory means all questions that "may from time to time arise and be referred "to it by either employers or workmen, and "pending settlement of any question by the board "there shall thereby be no stoppage of work, "and the wages, piece rates, hours of work, "or other working conditions shall, until settle-"ment, be those current at the time of notice "given." That is a very important rule. We all know from our experience of dealing with working men that if time runs on and a strike once begins it is very often intensified and aggravated; and this is a very important rule in its operation—that no cessation of work takes place; and in the meantime the settlement has been effected, and all parties are satisfied.

Mr. *Dale*—continued.

26,038. Whilst the framework of the scheme points rather to the settlement of questions arising between the employers and the employed than to those arising between two classes of workmen you have, as a matter of fact, employed the machinery of the board in the case of the dispute between the joiners and the carpenters—Quite so. It comes under the clause "or other working conditions."

26,039. Then, in that case of the shipwright and joiners dispute, was it the general board that took it in hand?—We took it in hand.

26,040. The general board?—No, the departmental board, that is, the first section.

26,041. Then there would be two departments—Yes, two departments, but the departmental board took it in hand. I may say that mainly they left the question to the arbitrament of the shipbuilders themselves.

26,042. You say a departmental board took it in hand. There would be, I suppose, a shipwrights' departmental board and there would be a joiners' departmental board, did they unite for the purpose?—They came there, and they each stated their case. Many of the points in dispute were settled then and there.

26,043. Then to whom did they state their case, because in that case they were not the court, they were the plaintiffs and defendants—There were the joiners on the one side in the presence of so many shipbuilders; and they were practically appointed the judges in the case. But still the spirit and general meaning of this conciliation board was conformed to, and so far we found it work very well. As I said before, it is based upon the desire of both parties to do right and to give, under the circumstances, what is fair and just. If the decision of the third court, of the last court, be adverse to the men, and they, for reasons best known to those gentlemen, refuse to accept that decision we have no power to enforce it; but, happily, so far, such a condition of things has not arisen.

26,044. You have had general wages changes—Oh, yes, several.

Mr. *Dale*—continued.

26,045. Since this board was called into existence, I mean?—Yes, 1886, 1889, 1890.

26,046. Then, from your description I take it that those general wages questions were treated in the departmental stages?—In departmental stages, yes. The men themselves have great confidence in this. It gives them the opportunity of stating their case; and, of course, the masters have an opportunity of stating their case, and, sometimes misapprehensions and misconceptions are perhaps removed from the minds of both parties by coming together, and so far we have every reason to be satisfied with its operations; and the avoidance of strikes I need not tell you, Mr. Chairman, has been of the greatest value to the trade.

26,047. Has your system attracted the attention of similar industries in other districts?—It has been referred to. We have not paraded the operation of it, as we do not care to do that. I believe a conciliation board does not exist in the shipbuilding trade in any other port. But, as I say, we have not paraded this conciliation board. We are allowing it to work for a given time, and then to see what the efforts and results of it would be. But I believe now, many of the other industries are looking at it, and the shipbuilding interest on many of the other rivers are looking to what we have done with a view of adopting something of the same kind.

26,048. Will you proceed to anything else you have to say?—Those are the main points. There is always a degree of right on both sides—at all events each party has its rights. Next year will be my fiftieth year as a master of the yard, and therefore my experience has been very varied; and I have long felt that the old-fashioned barbarous system of striking was not at all the thing that ought to exist, and, therefore, if such a thing as this could be adopted, as I have said, it would be a much better way of settling disputes. With regard to the basis on which wages should be paid to the men in the various departments, it is very difficult to lay down a basis. You cannot take the price of a ship at so much a ton as a basis, because two vessels of the same dimensions may cost in one case 10*l.* a ton, and in another it may cost 20*l.* a ton. Therefore, the price obtained for the finished article cannot conform to a simple basis as a ton of iron might do, or so many bricks, or anything of that kind.

26,049. You could not arrange a sliding scale based on the price of the vessel?—No. We can only take the general condition of the trade, the number of men employed, the demand for men, and so on; and, viewing all those circumstances, come to some arrangement as to what the rate of wages should be. I see Mr. Knight, in his memorandum on questions in dispute, makes a very valuable suggestion, and that is a limitation of the minimum and a limitation of the maximum. Well, the idea is a good one, if it can be carried out, but I see considerable difficulty in doing so. Probably the minimum may be more easily carried out than the maximum; because we know the fluctuations in the

Mr. *Dale*—continued.

state of trade, especially of shipping, are very sudden. We shall have great depression to-day, and perhaps a bad harvest may cause a great demand for shipping, and then suddenly a great demand arises for men. Well, when such a demand takes place, there is an opportunity given for those who have the most work in hand, or who are the most urgent to have that work completed, to take the men from other yards, and not adhere to the maximum. Well, when that takes place—the value of labour, like every other commodity, being what it will bring—if men are offered work at, say, 10 per cent. more than I am paying at my place, and I want those men, naturally, to retain those men, I must give them the rate of wages that they can get elsewhere, and hence the maximum rule, I am afraid, could never be carried out. The minimum could be, but I think it is very problematical as to the maximum.

26,050. Without a larger combination of both employers and employed?—Unless there were a very large combination, and there were the deposit of a very considerable sum of money to enforce it. We come from a collective capacity down to the individual, and unless the unions have the power over the men to say, "You shall not do so and so" or "You shall do so and so," I am afraid that any rule laid down, limiting the maximum rate of wages, would be found to be inoperative in the existing state of the trade. The idea is a very good one, if you can carry it out; but, as I say, I doubt the practicability of it. I may say that the Boiler-smiths' Association are not members of our conciliation board; yet, although they are not members, in dealing with wages, we have generally met them beforehand, discussed the matter, and arrived at a satisfactory result, in the same spirit as the actual board.

26,051. Have they some specific objection to becoming members?—They declined to do so, without stating the reasons. It is, of course, not compulsory in any way; it is purely optional whether they become members of the board or not, but still the general spirit which has pervaded the court of conciliation has been adopted by them and by ourselves. Hence, we have not had any serious strikes now with the boiler-makers for some time past. The last big strike, as I said before, was between the platers and one of the departmental smiths' societies and their helpers, as they are called—their labourers—and they were off for a considerable time. We tried to settle that question, but all efforts failed. What would have been accepted by the helpers was not accepted by the platers, and *vice versâ*, and so on. The thing was settled at last in a very unsatisfactory way, but still we did come to a settlement. Before this time the men were paid by results. The platers, as a rule, are all paid on piece-work, and the helpers took their share of the piece money, but there was a good deal of irregularity

26,052. The helpers took their share of the piece money?—The helpers took their share of the platers' earnings. A certain proportion w

Mr. *Dale*—continued.

to them, but there was such great irregularity in the attendance of the helpers. They go in squads, perhaps six, or eight, or twelve men; and, at that time they were somewhat impracticable; inasmuch as if one or two of their body were away they would not allow other men to take their place—the whole body would lay off work for that day. That, of course, not only deprived them of the earnings for that day, but also deprived the plater of his earnings. The system which prevailed in the Wear, as I have said, was very different to that which prevails elsewhere. The platers on the Wear determined then to pay the helpers in the same way as they were paid not only on neighbouring rivers on the north-east coast, but also elsewhere in other shipbuilding centres, and that was to give them a certain fixed rate per day. That is how it is now being carried on. I do not know that I can say much more upon the matter. It is no use going into a lot of details or statistics, because you have all that before you. The Wear turns out practically one-fifth of the tonnage of the whole of the United Kingdom. I think we turn out 220,000 tons a year, and I think, upon the whole, we are doing as well as our neighbours in that respect. Certainly of late we have done better than our neighbour the Tyne. But I think, upon the whole, there is a better feeling existing in the minds of the men, leading them not to make unreasonable demands, and I am quite sure of this, that, so far as I have come into contact with my brother shipbuilders, there is a desire on their part to give them what is fair and just according to the state of trade at the time. We have always gone on the principle that if the trade has improved, they shall have their share of that improvement. If, again, depression takes place, then we must ask them to meet that depression by a reduction of wages. In that way, I take it, not acting harshly, but, as a rule, showing good reasons for it—the state of trade, the number of men employed, and so on—we have been able, as I say, to come to terms and so avoid strikes, especially in connexion with this conciliation board.

Mr. *Gerald Balfour.*

26,053. I think you said that all classes of workmen do not belong to this Conciliation Board?—No.

26,054. Has that given rise to any difficulty?—No. The Boiler-makers Society is a very powerful society; and in that society there would be the rivetters and platers. I think there are four different branches—different departments of men—but all members of that society, and they are not members of this Conciliation Board at all. But, as I said before, we have brought before them the principles and practices of the Conciliation Board in dealing with the questions of wages in which they may be interested.

26,055. And, except for the Boiler-makers' Society, there is no other class which stands aloof from the Conciliation Board?—No, there

Mr. *Gerald Balfour*—continued.

is no other class; all the other classes belong to it.

26,056. Have the principal disputes on other rivers been disputes between the different classes of workmen?—Mostly. There was one between the shipwrights and the joiners. Another prolonged strike, and a very serious strike, was between the engineers and the plumbers, but the engineers, of course, are not in the shipbuilding department at all. But, although the plumbers have been carrying on work in the shipyards, they are not members of this conciliation board, although they are employed by the shipbuilders.

26,057. In drawing up the rules of your conciliation board, had you specially in view the possibility of disputes between the different trades?—I cannot say that we had.

26,058. The rules seem rather to have been drawn up with a view to possible disputes between the employers and employed?—They were primarily.

26,059. So, in a sense, it was an after-thought to use this machinery for the settlement of disputes between the trades?—Yes; and that machinery having worked so smoothly and well up to the time of this dispute taking place, our men on the Wear were very ready to adopt the general principles that were laid down on this conciliation board.

26,060. I do not quite understand how a dispute between two trades was, in the first instance, submitted to the departmental board. The Chairman asked you one or two questions about this matter, but your answers did not make it quite clear to me?—It is called the departmental board—a court of first instance, as it were.

26,061. Is there one departmental board, or are there several departmental boards?—No; it is only a kind of division, as it were, of the work of the two parties. The first court is a departmental board; and then a general board, "The departmental board shall consist of six "representatives of the employers, and a like "number from a branch of the workmen."

26,062. So that there would be a departmental board for each trade?—Quite so according to the class or department of workmen that may have a dispute. When it came before that departmental board, that board would be constituted of six shipbuilders and six of their own body.

26,063. It is not a permanent board then?—Not a permanent board.

26,064. It would be formed for the occasion?—For the occasion.

26,065. Do you think it would be for the general advantage that the State should attempt to establish a universal arbitration board?—If they can obtain the desired result.

26,066. Do you think they would be successful in obtaining the desired result?—I fear not, unless a general combination of the workmen of various unions in the country were to say, "We "will have so and so; we will all abide by "this." Then probably such a court appointed by the State might have a beneficial effect.

Mr. *Gerald Balfour*—continued.

then in the amount of work that each does?—That is one of the advantages of piece-work, that the very skilled men can earn more than the other. It is a payment by results.

26,082. You say that in your opinion it might be possible to establish a minimum, but not very easy to establish a maximum rate?—I think there would be greater difficulty at all events in establishing the maximum than in establishing the minimum, especially in the existing state of the trade. I am sorry to say I could not depend upon my brother shipbuilders, because they would be the first to depart from it if the circumstance of their order book were such that they required men to complete those orders.

26,083. But that being so would not the result of such an arrangement be, that in times of bad trade the men would gain, and in times of good trade the employers would not gain?—That would be the effect of it.

26,084. So that it would be to the advantage of the men without being to the advantage of the employers?—Only that result would be brought about by the action of the employers themselves.

26,085. Quite so. But now, supposing a minimum rate were established, might not that have the effect of causing a larger number of men to lose their employment in periods of depression?—I think so, because there are many cases of extreme depression where there is—I do not know whether I am right in using the words, humane feeling—I mean there is a feeling in many of the old established yards that it is better that, instead of the men going about without work at all, they should come to terms with the men and lay down vessels on stock and take the chance of the market hereafter.

26,086. Therefore, while the establishment of a minimum rate of wages would unquestionably be to the advantage of those who retained their employment, it might act prejudicially as regards others whom it might cause to

Mr. *Gerald Balfour*—continued.

lose their employment altogether?—Quite so. It would act very well in cases where there were contracts taken; but, on the other hand, while as things are at present, if the condition of the trade is such that builders do not find buyers come forward to give the contracts, rather than keep all their staff and all the shipyards idle, they would lay down vessels on stock and take their chance in the market, but if this came into operation it would prevent that.

26,087. Therefore it is possible that the establishment of a minimum rate of wages might do more harm than good to the men taken as a body?—In cases of extreme depression it would, in my opinion, do so.

Mr. *Burt.*

26,088. Do you think that any modification of Mr. Knight's suggestion could be made useful. Of course he did not absolutely mean to fix the 10 per cent., and do you think that, if there were a wider margin between the maximum and minimum it would facilitate the matter?—The more it was enlarged, of course the better chance of success it would have. Of course, I appreciate the fact that 5 per cent. or 10 per cent. was merely intended to be illustrative of his idea.

26,089. And it would be further facilitated, I suppose, if you had really compact and well-managed bodies of workmen to deal with?—The chances would undoubtedly be better.

26,090. As I understand, in the main it rather meets with your approval; you think that the thing would be worth a trial, at all events?—I should, personally, be quite satisfied to try it. I could not, of course, speak for my brother shipbuilders, but, individually, I should be quite prepared to adopt any course which would bring about a thoroughly good understanding between the men and the shipbuilders.

The witness withdrew.

Mr. *Dale.*

26,090*a*.—1. The following letter was addressed by the secretaries to Mr. Guthrie (Secretary of the Coal Owners' Association), and to Mr. Patterson (Secretary of the Durham Miners' Association):

"Dear Sir,—I am directed by Mr. Dale, Chair-
"man of Committee 'A' of the Commission, to
"communicate with you in respect to the recent
"dispute in the Durham coal trade. The long
"suspension of work which then took place in
"the collieries in the county of Durham was of
"so important a character, and attracted so
"much attention, that the Commission feels that
"its information would be incomplete without
"some record of the circumstances which led
"to such suspension of work, and also as to the
"manner in which the question at issue was
"ultimately arranged. It is, therefore, desirable

Mr. *Dale*—continued.

"that some statement, giving a purely historical
"account of the dispute, should be laid before
"the Commission, and it would be of great
"advantage if this statement could be a joint
"one, agreed to by both the Durham Coal
"Owners' Association and the Durham Mining
"Federation Board. It might be forwarded to
"the Commission, or it might be handed in per-
"sonally by a representative of each of the
"parties. The 'A' Committee will sit next
"during the last week of the present month,
"and it would be well if the statement referred
"to could be handed in at those sittings. Yours
"faithfully, J. BURNETT (Secretary)."

2. As a result, there has been received by the secretaries this morning the following letter:

"Durham Coal Owners' Association, Coal Trade

3. To submit to the Durham Coal Owners' Association any proposal for an immediate reduction that the Federation Board may make.

Failing the receipt from the Federation Board of an intimation at the earliest possible date that they accept one of these three courses the Wages Committee must lay the position of matters before the Coal Owners' Association and obtain the instruction of that body as to the steps to be taken to press for an immediate reduction which the state of trade imperatively calls for."

viii.

February 9th, 1892. The proposals having been submitted to a ballot of the members of the Federated Associations, the owners received the following communication from the Representatives of the men:—

"The result of the ballot is to reject the two suggestions of the owners—the 10 per cent. reduction, arbitration; also the Board having full power to settle."

ix.

February 15th, 1892. The Owners' Association communicated to the Secretary of the Federation Board the following resolution:—

"The Coal Owners' Association having clearly shown to the Federation Board that the present and future prospects of trade render it imperatively necessary that a considerable reduction of wages should take place, learn with regret from Mr. Patterson's official communication of the 9th instant that the workmen have declined to accept any of the three proposals which have been laid before them, viz.:—

1. To accept an immediate reduction of 10 per cent.
2. To submit to open arbitration the question of what change in wages ought to be made.
3. To leave to their Executive Council to negotiate and decide the matter with the Coal Owners' Association.

The Coal Owners' Association have, therefore, no other course to pursue than to give fourteen days' notice to terminate the present contracts of hiring, with a view of obtaining a substantial reduction of wages; but before taking such an important step, which will entail severe loss, not only on the miners themselves but on a large mass of the population depending on the coal trade, they desire to afford the Federation Board another opportunity of obtaining power to meet and settle the matter with the Owners' Association, and in order that time may be given for this purpose, it is resolved to postpone until Saturday, the 27th inst., the giving of fourteen days' notice to terminate the existing contracts of hiring, but that failing a settlement, such notices be given on that date."

x.

February 20th, 1892. At a meeting held between the parties, the Owners having been asked if they would make some modified proposal to be submitted to the men, communicated to the Board the following resolution:—

"The final offer of the Owners' Association is, that they will accept 7½ per cent. immediate reduction, or 5 per cent. immediate reduction and 5 per cent. on the 1st May. In the event of neither of these proposals being accepted the notices will be given on the 27th instant to terminate the present contracts of hiring."

xi.

February 3rd, 1892. The following telegram was received from the men's representatives:—

"That we wire the Owners informing them that the United Committees have agreed to-day (Wednesday) to again ballot their members on the question of wages, and to have returns in by Tuesday, March 1st, the soonest possible day that returns can be obtained."

xii.

February 25th, 1892. To which the Secretary of the Owners' Association replied as follows:—

"*Wages.*

W. H. Patterson, Esq.

DEAR SIR,—I am in receipt of your telegram of the 23rd inst., stating that a ballot is to be taken on the Owners' proposals as to wages, and that the result cannot be known before Tuesday next. The resolution passed by the Owners' Association states definitely that the notices are to be handed in this week unless one of their proposals is accepted by the 27th. The notices will therefore be given this week, but I trust that the result of the ballot will be such that they may be withdrawn before their expiration.

Yours faithfully,

REGINALD GUTHRIE."

xiii.

The representatives of the Federation Board had an interview with the Chairman and Secretary of the Owners' Association and requested that no classes of workmen should be excluded from the notices. They were, however, informed that the owners refused to give notices to those men whose services they considered necessary for the purpose of maintaining the mines in a condition of safety by draining and ventilating.

xiv.

Notices served in accordance with Owners' resolution on all classes of workmen except enginemen and deputies.

During the following week nearly the whole of the men to whom the Owners had not given notices, themselves tendered 14 days' notice.

xv.

The following telegram was received by the Owners from the Secretary of the Federation Board:—

"Wages question.—I am instructed by the Federation Board to state that your offers have been refused by ballot."

xvi.

Telegrams exchanged:—

Patterson to Guthrie.—"From the Federated Associations' votes a strike is imminent; have you any suggestion to make? Board sitting."

Guthrie to Patterson.—"Telegram received; expect to see some of Owners' Committee this afternoon; will communicate again after doing so."

Patterson to Guthrie.—"Telegram received. Board waiting; wire as soon as possible after you have seen your Committee."

The Owners' Committee directed the following official reply to be sent:—

"Owners regret position, but have no suggestion to make."

xvii.

The Owners' Association received the following telegram:—

"Special council meeting held to-day amongst our own men. I am instructed to inform you the resolution passed is as follows:—'They will accept no reduction.'

PATTERSON."

xviii.

Notices expired and work ceased.

xix.

The Owners communicated the following statement to the public press:—

"SIR,—A cessation of work having now taken place in the collieries of the county of Durham, the Coal Owners' Association considers it due to the public and to the manufacturing and commercial interests, which must be seriously inconvenienced thereby, to make known the circumstances which have brought about so untoward a result.

For this purpose it is of interest to state as succinctly as possible the conditions under which the wages of the Durham miners have been regulated in the past.

Up to 1877 no systematic means were adopted to determine the rate of wages, and these were arrived at by negotiations between the employers and the workmen. From about 1871 the negotiations in questions took place between associations representing the coal owners on the one side and the miners on the other. These negotiations on more than one occasion resulted in the questions in difference being submitted to arbitration.

In 1877, a sliding scale agreement was entered into, and continued in operation for two years. On its termination

by notice from the owners, in April, 1879, because of its providing that wages should not go below a defined point, which point was found to be inconsistent with the great depression which had set in, the last general strike in the county of Durham took place, the owners seeking a reduction, which the men resisted. A suspension of work began about the 5th of April, and continued till about the 20th May. The matters in dispute were submitted to arbitration, a preliminary inquiry being conducted by Mr. Bradshaw, at that time County Court Judge of Northumberland, and the ultimate question being submitted to Lord Derby. A reduction of 10 per cent. on the wages paid prior to the cessation of work was made.

Lord Derby's award was dated 28th July, 1879, and in October of the same year a second sliding scale was entered into. It continued in operation for 2½ years, a third sliding scale being agreed to on the 9th April, 1882, which in its turn lasted for two years, and was replaced by a fourth scale agreed to on the 12th June, 1884. This scale continued in operation for five years, and was terminated by the miners on the 31st July, 1889.

The various scales were based upon a relation assumed to exist between the prices actually realised for the coal at the pits' mouth and the wages earned by the persons engaged in raising it.

The coal trade, which had been in a depressed condition during the existence of the last scale, began to show signs of improvement in the spring of 1889, and prices rose considerably during the remainder of that year. The owners were consequently unwilling to risk a cessation of work, and, yielding to successive demands for increased wages from their workmen, the following advances were given :—

10	per cent.	to take effect	from	August 1st, 1889.
10	,,	,,	,,	December 2nd, 1889.
5	,,	,,	,,	March 3rd, 1890.
5	,,	,,	,,	January 1st, 1891.

The wages which, prior to these advances, had been 5 per cent. above what are called standard rates, were thus brought up to 35 per cent. above such rates. The prices of coal which would alone have justified these advances, and in the expectation of which they were given, were never attained, as proved by the quarterly ascertainments which had formed part of the sliding scale machinery, and which were continued by the owners' accountants, and which have always been open to verification by the men's accountants.

The maximum realised price of coal was reached in the quarter ending December 1890, from which time onward there has been a steady decrease in prices.

Before passing to a consideration of the negotiations preceding the present unfortunate stoppage, it is worth while to remark that the last advance of wages, amounting to 5 per cent. (which took effect from January 1st, 1891), was coincident with a shortening of working hours and a consequent considerable increase of working cost. The owners were still hopeful of the future of the trade, and anticipated that prices might continue to improve. The early months of 1891 dispelled these expectations, and consequently on April 25th the following communication was made by the Owners' Association to the Federation Board, a body representing the Unions of the miners, cokemen, enginemen, and mechanics :—

" Newcastle-on-Tyne, April 25th, 1891.

W. H. Patterson, Esq.

DEAR SIR,—I am instructed by the Durham Coal Owners' Association to say that the recent considerable fall in the prices of coal and coke, which will make itself increasingly felt as the contracts made some time ago run out, will no doubt have prepared you for an intimation that a reduction in wages cannot be long deferred. The Owners' Association has requested its Wages Committee to confer with your Executive on the subject.

Yours faithfully,

REGINALD GUTHRIE."

This resulted in a conference between the Owners' Committee and the Federation Board on July 7th, at which the representatives of the men contended that the state of trade would rather justify an advance than a reduction of wages. At the close of this meeting the owners handed to the Federation Board the following minute :—

" In view of the statement made by the Federation Board that they do not consider that the present condition of the coal trade justifies a reduction of wages, but, on the contrary, an advance, the Owners' Committee will proceed to officially ascertain present and prospective invoice prices, and will then ask the Federation Board to meet and consider them. If this should not lead to an agreement as to the wages that should be paid, the Owners will ask that the question be submitted to arbitration."

In accordance with this, an ascertainment was made by the Owners' accountants, which showed that the fall in value was still continuing. Unwilling, however, to press for a reduction, and risk the serious consequences of a strike, the Owners took no further action until the 27th November, when, after a conference with the representatives of the men, the following resolution was communicated :—

" The Durham Coal Owners' Association feel that the time has come when they must press for a substantial reduction in wages. They are paying 35 per cent. above the standard rates, whilst the ascertainment of selling prices for the quarter ending September 30th last brought out results corresponding with wages only 23¾ per cent. above the standard. The excess measured in this manner is therefore 11¼ per cent., but prices are continuing to decline, and this should be taken into account in considering what reduction ought to be made. The last advance of 5 per cent., arranged in November 1890 to take effect from January 1st, 1891, was given in the expectation that prices were likely to rise; instead of this proving to be the case, they have declined to an extent equivalent to a 5 per cent. reduction in wages, thus placing the Owners in a worse position to the extent of 10 per cent. as compared with this time last year. This is the smallest amount of reduction that the Owners feel ought at once to be conceded, and they are willing either to accept this as an instalment of the relief that the state of trade imperatively calls for, or to submit to open arbitration the question of what change in wages ought to be made."

To which the men's representatives on the same date replied in the following terms : —

" Durham Mining Federation Association.—We, the members of this Board, will take the statement now placed before us by the Owners' Wages Committee, and give an answer as soon as we have had time to examine the same, and will also give a statement with regard to our application for an advance."

Prices had now so fallen that it became imperative that a reduction of wages should be secured. Accordingly on the 14th January last a meeting took place. At this meeting the men's representatives stated that they were not prepared to agree to any reduction, and further declined to submit the matter to arbitration. Under these circumstances, the owners' representatives on that day passed the following resolution, which was communicated to the Workmen's Association :—

" The Durham Coal Owners' Wages Committee is prepared :—

1. To accept, in satisfaction of its wages claim, an immediate reduction of 10 per cent.; or
2. To submit to open arbitration the question of what change of wages ought to be made; or
3. To submit to the Durham Coal Owners' Association any proposal for an immediate reduction that the Federation Board may make.

Failing the receipt from the Federation Board of an intimation at the earliest possible date that they accept one of these three courses, the Wages Committee must lay the position of matters before the Coal Owners' Association, and obtain the instruction of that body as to the steps to be taken to press for the immediate reduction which the state of trade imperatively calls for."

The proposals were submitted to a ballot of the members of the Federated Associations, and on the 9th February the Owners received the following communication from the representatives of the men :—

" The result of the ballot is to reject the two suggestions of the owners—the 10 per cent. reduction, arbitration ; also the Board having full power to settle."

The prospects of the trade continuing to decline, and a serious fall having taken place in the closely-allied iron trade, the Owners' Association communicated, on the

15th February, to the men's representatives the following resolution :—

"The Coal Owners' Association having clearly shown to the Federation Board that the present and future prospects of trade render it imperatively necessary that a considerable reduction of wages should take place, learn with regret from Mr. Patterson's official communication of the 9th inst. that the workmen have declined to accept any of the three proposals which have been laid before them, viz. :—

1. To accept an immediate reduction of 10 per cent.
2. To submit to open arbitration the question of what change in wages ought to be made.
3. To leave to their Executive Council to negotiate and decide the matter with the Coal Owners' Association.

The Coal Owners' Association have, therefore, no other course to pursue than to give fourteen days' notice to terminate the present contracts of hiring, with a view of obtaining a substantial reduction of wages; but before taking such an important step, which will entail severe loss, not only on the miners themselves, but on a large mass of the population depending on the coal trade, they desire to afford the Federation Board another opportunity of obtaining power to meet and settle the matter with the Owners' Association, and in order that time may be given for this purpose, it is resolved to postpone until Saturday the 27th inst. the giving of fourteen days' notice to terminate the existing contracts of hiring, but that failing a settlement, such notices be given on that date."

A meeting was held between the parties on the 20th February, when the Owners were asked if they would make some modified proposal to be submitted to the men. Desirous of affording the men an opportunity of reconsidering the decision to which they had come, the Owners on that date passed the following resolution :—

"The final offer of the Owners' Association is that they will accept 7½ per cent. immediate reduction, or 5 per cent. immediate reduction and 5 per cent. on the 1st May. In the event of neither of these proposals being accepted, the notices will be given on the 27th inst. to terminate the present contracts of hiring."

On the 23rd February the following telegram was received from the men's representatives :—

"That we wire the Owners informing them that the United Committees have agreed to-day (Wednesday) to again ballot their members on the question of wages, and to have returns in by Tuesday, March 1st, the soonest possible day that returns can be obtained."

To which the secretary of the Owners' Association replied as follows :—

"Coal Trade Office, February 25th, 1892.

Wages.

W. H. Patterson, Esq.

DEAR SIR,—I am in receipt of your telegram of the 23rd inst. stating that a ballot is to be taken on the Owners' proposal as to wages, and that the result cannot be known before Tuesday next. The resolution passed by the Owners' Association states definitely that the notices are to be handed in this week unless one of their proposals is accepted by the 27th. The notices will, therefore, be given this week, but I trust that the result of the ballot will be such that they may be withdrawn before their expiration.

Yours faithfully,
REGINALD GUTHRIE."

Notices were accordingly served on all classes of workmen except deputies and enginemen, the services of these men being required in order to preserve the mines in the condition of safety required by the Mines Regulation Act, and in such a state that work could be resumed within a reasonable period on a settlement being arrived at.

It is to be regretted that the men have shown some unwillingness to fall in with this, and fears are entertained lest by their action many of the collieries in the county of Durham may be overwhelmed with water, in some cases to such an extent as to render it impossible to open them again.

On the 2nd March the following telegram was received from the secretary of the Federation Board :—

"Wages question.—I am instructed by the Federation Board to state that your offers have been refused by ballot."

The owners understand that yet another ballot was taken in the following week with like result, and on the 12th inst. the Owners' Association received the following telegram :—

"Special council meeting held to-day amongst our own men. I am instructed to inform you the resolution passed is as follows :—'They will accept no reduction.'
PATTERSON."

This, then, is the present situation :—

The men employed at the collieries in the county of Durham have refused all the proposals made by the employers for a reduction of wages; they have declined to authorise their own representatives to negotiate; and they have refused to submit the question to arbitration.

A great industry has been paralysed, and untold sufferings are being inflicted, not only upon the families of the men themselves, but also upon the vast industries of the North of England.

It is thought that the foregoing statement will prove that the employers have used every endeavour in their power to avert this catastrophe; that they have shown every willingness to treat with their men, and to prove to them the justification of the demands made; and, finally, that they have shown great patience in the way in which they have preferred their claims.

Yours, &c.,
REGINALD GUTHRIE,
Secretary, Durham Coal Owners' Association."

xx.

The following telegrams were exchanged :— March 1892.

Patterson to Guthrie.—"I am instructed by the Federation to ask the Owners to withdraw the notices and allow all men to return to work. Board waiting."

Guthrie to Patterson.—"Your telegram received. It is obvious that re-engagement of men must be accompanied by some settlement of wages question either by agreement or arbitration. Any complete proposal of this character shall be at once submitted to the Wages Committee."

xxi.

Further communication sent by the Owners to the public press :— April 1892.

"SIR,—More than three weeks have now elapsed since, on the cessation of work in the collieries of the county of Durham, the Coal Owners' Association published a statement of the circumstances by which so untoward a result was brought about.

The statement confined itself exclusively to a narration of the history of the negotiations which preceded the stoppage. No attempt has been made by persons in authority to deny its accuracy, but many writers and speakers appear to have lost sight of the facts which it set forth. In order, therefore, that the position of the Owners may be kept in view, I am desired to recall to your readers' minds the leading circumstances.

The negotiations for an alteration in the rate of wages began nearly a year ago, in April 1891. During the remainder of that year the Owners endeavoured to bring home to the Federation Board (a body representing the Unions of the miners, cokemen, enginemen, and mechanics) the necessity of facing a reduction of wages. They supported their views by adducing figures and facts which the Federation Board were offered an opportunity of verifying.

A temporising policy characterised the proceedings of that Board, but in January the Owners felt compelled to take some definite measures. They accordingly formulated a specific request for a reduction of 10 per cent, or, in the alternative, for arbitration, coupling with this, however, an offer to consider any proposal made by the Federation Board for an immediate reduction. A ballot of the county rejected all these proposals, and the men offered no alternative proposition.

In face of this attitude, and of the continued and increasing depression in the trade, the Owners on the 15th February gave notice of their intention to terminate

benefit of a higher price per ton of coal, our wages have remained the same, but so soon as prices were alleged to have fallen, then they (the Owners), without any hesitation whatever, issued notices during the time that the workmen were taking the ballot, which caused a feeling of rebellion, and produced the present crisis.

Even if we did accept their statement of prices, we venture to say that these very figures prove that up to January of this year there was no cause for a reduction. When we met them on the 21st January, 1890, we were informed that the selling price of coal for the three months ending December 31st, 1889, was 5*s*. 9·88*d*. This, according to the sliding scale (which forms the only ground of argument for the Owners' claim), would have given an advance of 13¾ per cent. on the standard of 1879. We were then actually receiving 25 per cent., and there is no doubt the Owners would not have paid this unless the state of trade warranted it. When we met them on November 27th, last year, they informed us that the selling price was 6*s*. 9·78*d*. per ton, showing an increase of 11·9*d*. per ton. For this advance in price we have received 10 per cent. advance in wages, exactly what the sliding scale (unfair as we believe it to have been) would have given.

It is not true that the men repudiate the principle that wages should be governed by the selling price of coal, but they do claim to have some voice as to what that price shall be. And their wages should not be subject to the caprice of contractors and speculators.

The Owners claim that they have endeavoured to lessen the disastrous effects of the stoppage as much as possible. With this object in view they state that they offered to retain the services of men necessary to the draining and ventilating of the mines, and to supply their workmen with water in cases where they have been accustomed to do so. Our answer to this statement is that no such offer has ever been made by the Owners' Association to the Federation Board; but, since the stoppage, applications of this kind have been made by managers and owners individually to the Board and the sections connected therewith. The issue is between the Coal Owners' Associations and the Federation.

On the subject of intimidation and violence to prevent the maintenance of the collieries, the Federation has never given countenance to anything of the kind, and, indeed, we consider this charge too contemptible for the merest passing notice.

We may say that the public generally and those who know the laborious toil that the miner and the different sections connected with the mines have to endure, earning wages varying from 5*s*. 11*d*. to 2*s*. 3*d*. per day, will not object to pay a price for coal sufficient to maintain wages at the present point. At the present time the price of coal guarantees the amount of wage received, which will not amount to the coal-hewer, on an average, more than 1*s*. 9*d*. per ton.

The Owners say that—

> "They were convinced twelve months ago that the condition of trade rendered a reduction of wages imperative; they used every means in their power to bring home a like conviction to the minds of the Federation Board, and through them to the men."

We would state that the arguments produced by the Owners failed to carry such conviction to the minds of the Federation Board; and now challenge them to prove, by facts and figures other than those based on the defunct sliding scale, that the condition of trade justifies their demand.

The rule or custom which has governed the Associations has been that no negotiation be entered into until the notices are withdrawn, therefore it is the duty of the Owners to withdraw the notices and allow the men to resume work. They enforce this principle in all local disputes, and the committees of the various associations compel the men to submit. The owners ought at once to withdraw the notices, and we will do our uttermost to help them to seek relief (if needed) from the royalty owners and merchants who sell the article we produce.

W. H. PATTERSON. L. TROTTER.
E. FOSTER. W. H. LAMBTON.

xxiii.

The Owners' Association received the following telegram from the Federation Board :— April 6 1892.

> "This meeting of the committees of the four associations regret that the suggestions contained in the Federation Board telegram of March 31st have not met with acceptance by the Owners, as we deem such would have proved an opening towards a settlement of the present crisis."

xxiv.

The following telegram was received by the Owners' Association :— April 1892.

> "I am instructed by the United Committees to ask you if your Wages Committee will meet the Federation Board at your offices to-morrow (Saturday) at any time, to talk over the situation, with a view of putting before the members of the various associations any suggestion that may arise therefrom; awaiting your reply. Committee sitting. It is only just to say we have not power to settle."

xxv.

The following reply was sent by the Owners :— April 1892.

> "In compliance with the request contained in your telegram of yesterday, the Owners' Wages Committee will be prepared to receive the Federation Board at this office, on Monday next, at 12 o'clock."

xxvi.

At a meeting between the Owners' Committee and the Federation Board, the following resolution was handed by the Owners' representatives to the Board :— April 1892.

> "The Durham Coal Owners' Association is willing to arrange for work being resumed at the collieries and coke-yards of its members so far as the conditions of the pits and the state of trade admit of such resumption on the following conditions :—
>
> 1. That having regard to the increasing depression in the coal trade and allied industries—apart from the great expense of putting pits in order, and the difficulties and disadvantages in re-establishing trade connection—there must be a reduction of 10 per cent. (2*s*. in the £) on the actual wages paid to all classes of labour at the date when work was suspended. This to be given effect to by reducing from 35 to 21½ the percentage addition to the standards of 1879.
> 2. That the rate of wages thus arrived at shall continue absolutely till July 31st next, but that either party may claim a revision to take effect at any time after that date.

The Owners suggest :—

1. That to enable any such claim or any subsequent claims, either of the workmen or of the owners, to be dealt with and to prevent a recurrence of suspension of work, a Wages Board be at once formed.
2. That the Wages Board be constituted of such number as may be agreed upon of the members of each of the following four associations; viz., the Miners' Association, the Cokemen's Association, the Mechanics' Association, and the Enginemen's Association, on the one hand, and an equal number of members of the Coal Owners' Association on the other hand.
3. That the Wages Board shall continue till either party gives six months' notice of withdrawal from it, but neither party to withdraw before the end of next year.
4. That the functions of the Board shall be to consider and decide upon any claims that either party may make for a change in county rates and wages, but no change shall take effect till the county rates proposed to be varied shall have been in operation at least three months.
5. That in the event of the Board being unable to agree, it shall appoint an umpire, or failing its agreeing upon an umpire, it shall request the Board of Trade to appoint.
6. That the employers shall afford to the umpire facilities for ascertaining from their books, by the agency of any public accountants he may appoint,

coal trade were really better than they are now. The hewer who could then earn 4*s.* 2*d.* per day would be left, after submitting to the reduction now sought, able to earn 5*s.* 3*d.* per day, supplemented in most cases by free house and coals.

5. That the present depressed state of trade renders the reduction sought not simply a question of taking so much from the men and giving it to the masters, but makes it a question of establishing a rate of wages at which there is a reasonable prospect of a fair, if not full, amount of work being offered to the workmen.
6. That arbitration, having been repeatedly proffered by the Owners and constantly refused by the men prior and up to the very eve of the suspension of work, cannot now, after 10 weeks' strike, be claimed by the men who deliberately elected to resist *all* reduction by force, even to the drowning of the pits.
7. That the Owners are willing and ready to enter into an engagement that any wages claims which may in future be preferred by either party shall, in case of non-agreement, be referred to arbitration. That under such a mutual engagement the men would be at liberty in three months' time to seek the decision of an arbitrator on the question of whether their wages were unduly reduced by the so-called 13½ per cent. now claimed by the Owners.

Yours, &c.

REGINALD GUTHRIE,
Secretary, Durham Coal Owners' Association."

xxxii.

May 28th, 1892. Letter from the Federation Board to the press:—

"The Durham Coal Owners' Association has issued another statement with a view to put itself right with public opinion, and to seek, if possible, to remove the blame from itself to the workmen. The members of the Coal Owners' Association feel, that by their refusal of our last offer, they have placed themselves in an unpleasant position, and they desire to soften the fierce white light of public criticism and censure which rightly is beating upon them.

We would not have answered the statement, but have satisfied ourselves with the trenchant and searching comment given to it by that portion of the press, which, in its impartiality, blamed the workmen, when, at the outset of the dispute, it felt they were in the wrong, but now has no voice of extenuation, or silent praise for the Owners. Had we remained so, we should have been misunderstood, and our silence have been written down against us as a weakness. We are thankful to the impartial portion of the press; but we will traverse briefly all the points the employers advance in mitigation of their refusal to leave the high position they have taken.

In the first, or the unnumbered paragraph, the Owners give the assurance to the public, "that no unreasonable course was being pursued," and add "in view of the failure to effect a settlement on Saturday last." The two words demanding attention here are "unreasonable" and "failure." We have no desire to push the criticism of these words to the root; but we do ask upon whom rests the blame for the "failure," and to whom attaches the term "unreasonable"? Obstinacy and unreasonableness are near akin. We would ask, what have the Owners done to settle the dispute? Has their action been the least *remove* from an obstinate, stubborn maintenance of their demands made seven weeks ago? What effort have they made to obviate the "failure to effect a settlement"? Have not the workmen done all that men could do, apart from absolute surrender? What could be expected—what can be expected—but a failure, where one party enters the negotiations with a stereotyped and unalterable "No" to all overtures; and meets every approach with a repetition of their full demand? Where is the right to claim the virtue of reasonableness, when there is not the shadow of an attempt to reason, and dependence is placed entirely upon *might* rather than proof of right?

We pass to another portion of this paragraph:—"The Durham Coal Owners' Association has, throughout its unfortunate difference with its men, felt that the Owners must alone accept the responsibility of determining the rate of wages at which they could venture to offer re-employment to their men." This is a strange and startling doctrine, and especially when we remember the claims the Owners have made in the past, and the decisions given. Is there anything in these askings, and gettings, that would encourage the workmen to trust implicitly in the Owners' "responsibility" to alone determine wages? We will give a record of the arbitrations between October 1874 and September 1876, and the arbitration of 1879:—

Date.	Reductions asked for.	Umpire's award.	Name of Umpire.
Oct. 1874 -	20 per cent.	9 per cent.	Russell Gurney.
April 1875 -	21 ,,	5 ,,	W. E. Forster.
Feb. 1876 -	20 ,,	7 ,,	C. H. Hopwood.
Sept. 1876 -	15 ,,	6 ,,	Shaw-Lefevre.
1879 - -	20 ,,	10 ,,	Mr. Bradshaw and Lord Derby.

With this record before us, we do not see how the Owners can claim that we should give all they ask for without questioning it. In all these cases the employers said the trade necessitated the conceding of their full demand, as they are saying in this instance.

But, apart from this record, we challenge their right to determine the rate of wage the workmen should receive. This doctrine has not only been exploded in books, but has been condemned in the North for at least 22 years, by the negotiations and arbitrations we have had. The time was when men were told what they should have, and which sum was fixed for them, but the era of yearly bonds is gone, and we think the Owners in this case should have kept this article of their faith for their own private edification, as it is a principle which these modern times will not accept. The workmen are not machines. We have done all we could to work in harmony and mutuality; and we cannot recognise nor accept the doctrine of dictation laid down by the employers in their statement.

In answer to paragraphs 1 and 2, we do not deny that the Owners made a demand for 10 per cent. in November last, and that, "on April 25th they raised their claim to 13½ per cent."; but we are surprised to see that they have omitted to mention that they would have taken 7½ per cent. on March the 12th. This is a very important omission, and ought to have been stated, as when taken in connexion with the last interview, it shows that the Federation Board on the 21st inst. offered to submit to a reduction of 10 per cent., which is 2½ per cent. more than the employers would, and could have worked at, and consequently proves upon which side has been the cause of failure.

But the Owners say of this refusal of 2½ per cent., and the raising of their claim to 13½ per cent., was "not with any desire or intention to make the men suffer for the course they had taken, but simply because the Owners had then obtained from the accountants the selling price for January and February." The workmen have no desire to charge the Owners wrongly, nor add the smallest bitterness to the dispute; but they cannot clear their minds of the idea that the attitude of the Owners and the indications are in the direction of punishment. And they cannot understand how it is that the employers were in such ignorance of their profit and loss account as to offer to take 7½ per cent. when they alleged they were entitled to, and by the state of trade compelled to demand, a reduction of 13½ per cent.

Paragraphs 3 and 4 are really not part of the dispute, neither are they an element in the contention between the owners and the public. What the public is anxious to know now is, which of the parties is to blame for the failure of the negotiations. This position the employers do not face or give a reason why they have so persistently abode by their increased demand. They assert that they have not prejudiced the trade interests, but where is their spirit of conciliation and willingness to arrange? Why do they not come down from their rigid and unalterable pedestal? To mention men who have large wages is simply an evasion, unless we are told of the men who have small wages; for all men have not 5*s.* 11*d.*, and to drag into this controversy the question of house rent and coals, and not state that these things were reckoned against us in arbitration cases, is a hiding of the true facts of the case.

In paragraph 5 the Owners say, "that the present depressed state of trade renders the reduction sought not simply a question of taking so much from the men and giving it to the masters, but makes it a question of

exaction. We observe that your Lordship grounds a hope for 'a just and honourable arrangement' being effected upon the basis of the last resolution given by the owners to the workmen at the meeting of the 21st inst. The workmen, however, fail to see a similar probability, so far as the present dispute is concerned. The resolution in question has but reference to an arrangement 'for the 'settlement of any future county wages question,' the unwritten portion thereof being that, before such arrangement would become operative (even if arranged 'before' the resumption of work) a reduction of 13½ per cent. must be conceded by the workmen, and, considering that we have already exceeded the demand of the Owners upon which the stoppage of work took place by 2½ per cent., but which we had offered in the hope of reconciliation, and having been met by refusals on every occasion, we deem it right that in the interests of trade and the good of the people at large, the Owners should act in a manner that would indicate a similar spirit. We would further desire to point out to your Lordship that the formation of a Wages Board was not a portion of the original question in dispute, but was introduced by the Owners after the lapse of four weeks from the commencement of the lock-out, and even then not as a means for the settlement of the present dispute; and by the introduction of this subject, and the raising of their claims to 13½ per cent., they have complicated and aggravated the situation. Inasmuch as the letter of your Lordship has appeared in the press, and as the public may not have the facility of reference to the Owners' resolution, we therefore consider it advisable to give similar publicity to this, together with the resolution upon which you base your suggestions for a conference. Whilst we are thankful to your Lordship for this further manifestation of sympathy and willingness to help, we would be ready to accept your offer to meet the Owners in your presence as soon as they intimate their desire to do so, for we cannot forget, and it would be unjust to our membership were we not to state, that we have hitherto made every effort to settle this dispute, and are of opinion that the blame for the prolongation rests solely with the employers. Believing that your Lordship will concur in this,

We are, on behalf of the workmen, yours respectfully,

W. H. LAMBTON. L. TROTTER.
ERNEST FOSTER. JOHN WILSON."

XXXV.

June 1st, 1892. Meeting between the Owners' and Workmen's representatives at Auckland Castle, under the presidency of the Bishop of Durham.

Resolution handed by the Owners' Representatives to his Lordship and the Federation Board :—

"The Federation Board having offered explanations as to the establishment of a system of conciliation in the future, which the Bishop of Durham recommends the Owners to accept as satisfactory, and the Bishop having strongly appealed to the Owners—not on the ground of any judgment on his part of the reasonableness or otherwise of the Owners' claim of 13½ per cent., but solely on the ground of consideration for the impoverished condition of the men and of the generally prevailing distress—to re-open the pits at a present reduction of 10 per cent. (that is from 35 to 25 per cent. above standard) with the full expectation that wages will be hereafter amicably settled by the system of conciliation contemplated; the Owners yield to the Bishop's appeal on these grounds and assent thereto.

XXXVI.

Meeting between the Owners' Association and the Federation Board for the purpose of arranging details for the recommencement of work:—

(*a.*) *Owners' Resolutions.*

"The Owners' Association have decided that no person shall be refused employment in consequence of having taken part in the affairs of Workmen's Associations during the strike; they cannot, however, give a pledge to re-employ all their workmen, but they will recommend their members to employ as large a number as possible; and that the re-engagement of hewers be as follows:—That the places in each pit be cavilled for according to the last cavilling sheet, and that men cavilled to the places not intended to commence again shall be the ones not to be employed, it being understood that one hewer in a family being cavilled to a place that is to work is equal to the engagement of the whole family. In cases where a whole seam is stopped, it having been previously cavilled separately, the men belonging to such seam shall not be entitled to have a cavil put in for any other seam. This mode of re-engagement shall not be adopted as a precedent in future cases, either in discharging or employing workmen.

The Owners are not prepared to discharge or remove the workmen whom they have employed during the strike for the purpose of re-instating other workmen who were previously employed, but will use their best endeavours to re-engage those previously employed as vacancies occur."

(*b.*) *Federation Board's reply.*

"That we, the United Committees, cannot accept the second resolution of the employers, but we are willing to accept the first, and will give our men instructions to resume work at once on the promise therein made by the Owners."

On the same day instructions were issued to the collieries for work to be resumed on the conditions named in the above resolutions.

By order of the Durham Coal Owners' Association,
REGINALD GUTHRIE,
Secretary.

By order of the Durham Mining Federation Board,
WILLIAM HAMMOND PATTERSON,
Secretary.

27th July 1892.

Mr. *Dale*—continued.

much over 20 years, indeed, it is a constant complaint of the Society that lads are permitted to begin apprenticeship at too late an age, and a proposal has been made by the workmen's Society, and favourably entertained by the Clyde employers, to forbid the entrance of all who delay starting to learn the handicraft beyond the age of 16 or in some cases 18 years. This would make the average journeyman's existence about 23 years. As a matter of fact, the rule restricting the number of apprentices is not rigidly observed; if it were the membership of the Boiler-makers' and Iron Shipbuilders' Society would be much less than it actually is. If the restriction of apprentices should be made effectual in one industry, there are, probably, equally good reasons for restriction in all other industries, and it then becomes necessary to inquire whether or not such regulations will condemn a certain proportion of the population to enforced idleness. This may be ascertained by examination of the Registrar-General's returns, showing the age distribution of the people of this country, and I append diagrams (*already handed in*) constructed from these data, whereby it is easy to find the proportion of apprentices required to keep stationary the number of journeymen, the ages at which work is begun and left off being given. The diagrams show the number of individuals per 1,000 in each age-period, from birth onwards, and are derived from returns (1) for Great Britain for 1871, (2) for Great Britain from 1871 to 1881, (3) for Scotland for 1881, (4) for Scotland, same year (males only), and (5) for England, same year (males only). The close agreement of the curved lines indicates the remarkable stability of the law of population according to age. Assuming that apprenticeship begins at the age of 17, and subsists for five years, journeyman's life beginning at 22 and ending at 45, we find from the diagrams that the following ratio must exist between the apprentices and journeymen:—

From No. 1,	100	apprentices to	323	journeymen.
„	2,100	„	344	„
„	3,100	„	308	„
„	4,100	„	292	„
„	5,100	„	323	„

It will be observed from Nos. 4 and 5 that the number of men per 100 boys is less by 31 in Scotland than in England, and no doubt this can be explained by the proverbial migration of Scotsmen to England (to the great gain of both) and not by any deficient vitality among those composing the northern section of the population. It appears, then, that for every 320 (or thereby) individuals, of from 22 to 45 years of age, there must be 100 young persons of from 17 to 22 simultaneously in existence. Under such a rule as that of the Iron Shipbuilders' Society only 64 per cent. of these would be allowed to learn a trade or industry, and it is desirable to know how the idle 36 per cent. are to be maintained. The method of reckoning which I have suggested takes account only of the effect on numbers of efflux of time, and no allowance is made for loss from other causes,

Mr. *Dale*—continued.

such as change of occupation, disablement, &c., and on the whole it will probably be found that the number of iron shipbuilders and boiler-makers will decline if the proportion of apprentices be less than one in three. The question next arises, Should the number of journeymen be kept invariable, and at what period in the development of an industry is progress to be arrested in the public interest? I submit a diagram showing the yearly output from the Clyde shipyards since 1859. Had the limitation of apprentices been in force twenty-five years ago, what would have been the present condition of the mercantile marine, and, if it be thought wise to enforce the limitation now, are we agreed that the most advantageous maximum of production has been attained?

26,096. Then follows a series of diagrams on your proof. Will you kindly explain the diagram No. 1? It has three lines, they are derived from returns of Great Britain for 1871, is that so?—Yes.

26,097. The next broken line is derived from returns of Great Britain from 1871 to 1881?—Yes.

26,098. The third more broken, more spaced out lines are derived from returns from Scotland for 1881?—Yes, I would have put them all on one diagram, but the lines would be indistinguishable the one from the other, owing to intersection.

26,099. On No. 2 diagram there are other two lines?—These are lines of the same kind, but they come too close together, and would have been confusing on one diagram.

26,100. No. 1a is part of No. 1 enlarged. It is the same thing on a larger scale, I suppose?—Yes.

26,101. What is the No. 2?—The diagram for England 1881 and one for Scotland 1881 for males only.

26,102. Is No. 2a enlarged?—Yes.

26,103. The line on No. 3 is a separate thing?—No. 3 is the tonnage output.

26,104. Will you proceed to explain the diagrams, taking No. 1 first?—Those figures which I have quoted, which are on page 3 of the memorandum which I have read, I have taken from the diagram.

26,105. Take any one of them from No. 1—100 apprentices to 323 journeymen. How is that shown on the diagram?—That is shown by taking a horizontal line which expresses the age—45; at the right-hand side of the diagram, the figures represent ages. There is a horizontal line at the age of 45, which is the limit.

26,106. I do not see 45 at all—you mean between the two?—Yes.

26,107. It is not marked?—That is carried to the left until it cuts the curve. Let fall an ordinate from *that* point to the under section = it cuts a number at the base line (*describing*).

26,108. About the figure 800?—About 800. Then the lower limit, the journeymen's age is 23. There is no line drawn for it, because we would have had so many different intersections. A horizontal line at that point is produced to meet

Mr. *Dale*—continued.

26,127. I do not mean by ordinary death at an ordinary age but by turning to other employments?—That is so. It is of course fallacious altogether to base the number of apprentices upon the number of journeymen that you have. It is upon the number of journeymen that you require that the apprentices should be based, because if you have too many journeymen in the trade, and the number of apprentices in proportion, the evil would be aggravated; if you have too few it would be aggravated in the other direction.

26,128. Do you understand that the desire to limit the number of apprentices arises from a wish on the part of the Union that the wages should not be brought down by too many men being admitted into the trade, or does it arise at all from the belief that only a certain proportion of apprentices to journeymen can be properly taught their business?—I do not know that I can say what their motive is. I can only judge of the effect.

26,129 Still, when representations have been made to the employers on the subject of limiting the number of apprentices to the number of journeymen, some reason would have been given for that policy being urged?—The reason that is generally given to us is that the trade is likely to be flooded with men, and I would suppose that they would anticipate that the effect of that would be to reduce the wages.

26,130. But it is not supposed to have any relation to an undue number of apprentices to journeymen leading to the apprentice not learning his business?—I do not think so.

26,131. Or being overlooked?—I have never heard that brought forward.

26,132. In addition to the evidence you have given upon the apprentice system is there not some evidence you desire to give on lines of demarcation?—Yes. It is the opinion of a number, probably a majority, of the shipbuilders and engineers in the Clyde district, that it would be wiser, instead of endeavouring to settle disputes over lines of demarcation by means of boards of arbitration, conciliation, &c., to get rid altogether of this fertile cause of quarrel by abolishing all arbitrary boundaries between different handicrafts, and leaving it to the master, or employer, as he is now generally called, to settle in person, or by his representative, how work is to be distributed among the workmen he employs. The heads of shipbuilding and engineering establishments are generally capable of designing and directing the construction of steam and sailing vessels, of estimating their cost, their capabilities, and the time necessary for their completion, of selecting appropriate material and prescribing the most advantageous manner of using it, of carrying out the occasionally formidable financial operations incident to the progress of an extensive business. Compared with these duties the settlement of such questions as whether a plumber may joint a two-inch pipe, but not one of two-and-a-quarter inches, whether a joiner may dub a plank, or a shipwright may plane a rail, must appear to a disinterested person extremely

Mr. *Dale*—continued.

trivial. It has been proposed to take the settlement of these petty details out of the hands of those on whom the settlement naturally devolves, and appoint a number of persons, with no special fitness for the task, to consume time in deciding between rival claimants, with the result, as experience has shown, of widening the disagreement between the disputants. The Clyde shipbuilders consider this method cumbrous, wasteful, and unnecessary, and submit that each employer should be the sole judge within his own premises, as he has no motive to select one class of workmen as such in preference to another, but is certain to be actuated by desire to have the particular job done in the best, most expeditious, and most economical manner. If he selects unwisely, it is at his own risk and expense, and unless it be contended that work need not be done as well, as quickly, and as cheaply as possible, but may and should be done otherwise to please certain sections of the community, or unless it be held that a master is fit to conduct only the major and not the minor parts of his business, it is difficult to see why a board of advisers should be intruded into his business for the purpose of drawing lines of demarcation, which must be perpetually shifted to suit changing conditions, new inventions, and the like, and which, so long as they exist, will be the reasons for perpetual heart-burnings and jealousies between men belonging to different trades unions.

26,133. I suppose that there are certain classes of work which would obviously belong to the shipwright and other classes of work which would obviously belong to the joiner?—Yes.

26,134. And so with the fitter on the one hand and the plumber on the other?—Yes.

26,135. But there are classes of work which occupy a border line between the two?—Yes.

26,136. And is it your view that it would be inconvenient, give rise to loss of time, and, consequently, loss of money, to prescribe beforehand which of these various classes should do that intermediate work which either might do?—Yes, I see no advantage from it, but rather the reverse, because trades are continually changing.

26,137. But that would still leave to the shipwright on the one hand and to the joiner on the other, and to the fitter on the one hand and to the plumber on the other, certain work not trenched upon by the other?—Oh, yes, the great bulk of the work would never be affected.

26,138, You mean whether the shipwright or the joiner should do a work, which either is capable of doing, should be determined by convenience at the moment in any particular yard?—Yes.

26,139. That is the view that you put forword?—That is my view.

26,140. You also desire to offer some evidence on the subject of picketing?—The law against picketing is quite explicit, making it penal to persistently follow any person about, to be at his house or work-place with the view of hindering him from following his lawful occu-

Mr. *Burt*—continued.

26,157. Now, as to the picketing, are we to understand that you object absolutely to men being near a place with any object whatever?—Yes.

26,158. Even so long as they are not interfering unduly, not going beyond the limitation prescribed by the Act?—But they never are there without interfering unduly.

26,159. You would exclude them altogether?—I would prevent them from being there altogether.

26,160. Entirely?—Yes.

26,161. I wanted to elicit what your view really is, rather than to give mine. You are aware that the workmen themselves are very dissatisfied with the existing Act, and want it considerably strengthened?—I am not aware of it.

Sir *E. Harland.*

26,162. Your object, I presume, from these various diagrams, as well as your remarks on page 3 of your memorandum, is to indicate in a sort of graphic manner the vanishing point in one case of apprentices altogether upon the present system, assuming that there was a limitation which is now sought to be made by the trades unions?—The vanishing point of men altogether, apprentices and journeymen.

26,163. Perhaps the apprentice system, with such restrictions as you have given, and with the illustrations which you have put before us, would carry with it this effect, that as the apprentices become tradesmen, so the tradesmen would become an extinct class?—Yes, in 330 years.

26,164. Take, for instance, a fixed trade, that is, a trade which has not for the last 50 years extended itself very much, and may not therefore be expected to extend very much in the next 50 years, what would you, as a practical man, consider as a fair proportion of apprentices so as to maintain that trade in an equally strong condition for the next 50 years? By your calculations what would you lay down as the proportion of apprentices for every 10 men?—Well, under the existing conditions of mortality and the like, such as are shown by these tables, about 10 apprentices to 32 men.

26,165. In other words, three to one?—About it; rather less, rather more than three journeymen to one apprentice.

26,166. Then take your diagram of the steady—apparently very steady—increase of iron shipbuilding in your district; having that in view, what would you consider would be a fair proportion of apprentices in order to supply the apparently constantly increasing demand for journeymen to execute the work which you are able to induce to go to the Clyde?—I have not given any attention to that. I have not attempted to arrive at any figure.

26,167. But is not that a very important point to have before us; in other words, is not that the main point for us to have impressed upon

Sir *E. Harland*—continued.

our minds, what you as a practical man, with a knowledge of the Clyde shipbuilding before you, would consider would be not too many apprentices for a given number of men in order to keep up the steadily increasing demand for workmen on the Clyde?—I do not think I could answer that question. I would rather approve of removing all restrictions and let the question settle itself.

26,168. Your view, at all events, would be that if it were a steady trade, and not an increasing trade, that it would require, say, one apprentice to every three journeymen?—Nearly.

26,169. Would you point in the direction of one apprentice to every two journeymen in view of the increasing trade of the Clyde?—I think that would be rather too many apprentices.

26,170. You think it falls somewhere between the two?—Yes.

26,171. Now with regard to there being an excess of apprentices and the possible effect of it being very hard upon journeymen in case of dull times, which I presume you readily admit might arise?—Yes.

26,172. Is there another view in which even perhaps that unfortunate state of things might not be without its advantage? Does the number of apprentices in your employ in various dull times enable you to keep your works open by taking some very cheap job when otherwise you might have to close your works altogether?—Well, it has that tendency.

26,173. Would you consider that tendency, if it be so, to be some little counteracting influence to the journeymen in the district?—I might, but I did not think that the journeymen who are idle would think it any great advantage.

26,174. Perhaps it is taking too economical a view for them at the moment?—I think the best way to get over that difficulty would be that a certain number of apprentices ought to be suspended, as well as a certain number of journeymen in dull times. In the iron shipbuilding industry the apprentices can afford to go idle nearly as well as the journeymen, because their pay is so high, and I think that they ought to take their share of the dull times as well as the men.

26,175. That brings me to put a question with regard to the indentures of apprentices. That is the legal aspect of the thing. Do apprentices sign indentures?—Not on starting. Very often on leaving they get something.*

26,176. In that case could not an equitable arrangement be made in case of an excess of apprentices; that is, you would be free to give leave of absence for a few months to apprentices?—Yes.

26,177. Without the apprentice being able to demand work during that time, which he might have done otherwise?—Or take them in turns.

26,178. The employer might be able to do that, perhaps, were the legal terms of an indenture not in the way?—Yes.

* In a letter (dated February 21st, 1893) to the Secretary the Witness stated as follows:—"After 'something,' to make the answer intelligible, there should come such words as 'of the nature of an indenture or agreement.' A good many apprentices drop off at early stages, and it is as well to see how a lad turns out before signing any agreement with him. That is why the agreement is often filled up and signed just as his time has completely expired."—G. D.

Mr. *Tait*—continued.

26,211. Persistent following is intimidation, is it not, within the meaning of the Act?—I think it is, but it is very difficult to prove.

26,212. But it has been proved, and men have been punished for it?—Yes, but it has been done and not proved.

26,213. How do you mean it has been done and not proved?—That is to say, it has been done, and not been made a police case of. I know instances where men have been taken from their employment, and their fares paid back to the place they came from, where they have been sent back to where they came from against their will.

26,214. Against their will?—Yes.

26,215. Were these men in your employ?—Yes.

26,216. Did you take any action at law to prevent it?—No; why should I?

26,217. I am asking you why not?—Because I did not see any reason why I should.

26,218. Whom did you want to raise the action?—The men themselves, if they chose.

26,219. Did they write to you afterwards, and say that they were taken away against their will?—No; they told me by word of mouth.

26,220. Afterwards, or before they went away?—As they were leaving they gave their reasons for leaving.

26,221. And did they mention the names of the men who had intimidated them in this manner?—They did not require to mention the men's names. I knew the men's names perfectly well.

26,222. And you did not report these men's names to the authorities?—I reported the case of the picketing to the police authorities, and the superintendent of the city police in Glasgow is perfectly well aware of it.

26,223. What action did he take when you reported that?—He sent down two policemen to watch the picketing.

26,224. You never requested him to try the case?—No.

26,225. And yet you come here to ask the Commission that they should make an alteration of the law, while you, who had an opportunity of showing the deficiency of the law, have not taken advantage of it?—I do not see that any responsibility rests with me about the alteration of the law at all.

26,226. But you have suggested here that there should be an alteration?—Yes, but that is for the legislature, not for private individuals.

26,227. But is it not for private individuals to attempt to get the police authorities to place their case on record where there has been a breach of the law?—I have done so. I reported the cases personally to the superintendent of police.

26,228. Then I take it they have refused to prosecute?—They said they could not.

26,229. Then your proof had not been sufficient and ample enough for them?—That is what I say; there is the difficulty of getting proof.

Mr. *Tait*—continued.

26,230. And simply because you have failed on one or two occasions to get sufficient proof to get men punished for what you thought a breach of the law, you want now to take away the freedom which the law allows them at the present time during a dispute?—(*No answer.*)

26,231. Would you prevent the employers from picketing?—Certainly.

26,232. On the same lines?—Certainly.

26,233. You never knew any of them intimidate any workmen?—No.

26,234. You say, as a reason why your proposal should be brought about, that it is by advertisements in newspapers or by posters that these disputes can be ventilated?—Yes.

26,235. Have you ever had any difficulty in getting any newspaper to accept any advertisement from you for men?—No. I say it is by advertisements or by posters that publicity is generally obtained now; and it is.

26,236. If I am wrong, kindly strike it out, but I thought, perhaps, you referred to advertising for men to fill the places of those who, for the time being, have left their employment?—No; if a trades union wish to give public intimation that there is a dispute or strike, or anything else going on, they can advertise it, or they could put posters on the walls, as they do. It is not necessary to have a man stationed or a number of men stationed to give information; there are other ways of doing it.

26,237. I quite admit with you that it is within their power to put posters on the walls, but I know numerous instances where the Press, and that portion of the Press which is well known to you, have refused to take advertisements in their papers advertising that a strike has taken place. Have you ever known a case of that kind to occur?—No, I have not, but in the case to which I particularly refer I offered to the trades union secretary permission to stick his poster up on our gate if he wished to convey any information to his members.

26,238. But, on the other hand, for the purpose of giving him that privilege, which certainly was one to him, you wished him not to take advantage of the law?—Of the defective state of the law, I say.

26,239. That is a question of opinion; the trades unions may, perhaps, think that there is no defect about it, except that it wants considerably enlarging in their favour. Now, as to the expulsion of members which you refer to from the Union, because they would not leave their employment, I think you specially referred to shipwrights who were employed by your firm?—Yes.

26,240. Who were working at piece-work?—Yes.

26,241. Am I right in saying that at that particular class of employment yours was the only trades union or union yard which was working at piece-work rates on the Clyde?—No.

26,242. Were there others?—Yes.

26,243. Many?—There were four or five, I think.

Mr. *Tait*—continued.

doing this work?—We must deal with practical conditions. We have no men at 16*s.* a week who can do the work of men getting 32*s.*

26,273. Have you not at 24*s.*?—No, I think not.

26,274. Have you not at 26*s.*?—I think not. I think they are gauged more accurately than that.

26,275. Then you have none of what are known as these handy men?—Not so handy as that.

26,276. Do I take it that you object also to boards of arbitration for the purpose of settling trade disputes as well as the line of demarcation?—Do you mean disputes as to wages?

Mr. *Tait*—continued.

26,277. Disputes as to wages or as to hours?—I do not think that a board of arbitration is ever likely to succeed in disputes of that kind.

26,278. Do the rules of your Federation provide for arbitration?—Yes, in certain cases.

26,279. And as members of that Federation, if any dispute, generally speaking, were to be decided by such a court, would you acquiesce in it?—Certainly. I am giving my individual opinion as to the efficiency of courts of arbitration. I have not much faith in them.

The witness withdrew.

Mr. JOHN PRICE called and examined.

Mr. *Dale.*

26,280. You are the general manager, I think, of Palmer and Co., Limited?—Yes, I am.

26,281. They are Shipbuilders and Engineers, Jarrow?—Yes.

26,282. Is that firm a member of the National Federation of Shipbuilders and Engineers?—It is.

26,283. You propose, I think, to lay before us certain evidence on the subject of demarcation of work, of overtime, and of freedom of labour?—Yes.

26,284. I think it would be most convenient if you would kindly give it as you have prepared it?—Very well. The demarcation of work occurs wherever two trades work in the same materials, as, for example, shipwrights and joiners; engine-fitters and plumbers; engine-fitters and drillers; engine-fitters and caulkers and hole-cutters; engine-fitters and blacksmiths who are not in the same societies; plumbers and tin and iron plate workers; tin and iron plate workers and platers belonging to the Shipbuilders and Boiler-makers' Society; angle-iron smiths and blacksmiths; iron-shipwrights and caulkers; platers and caulkers (these two latter classes are members of the same Society; of course I am enumerating all those with whom we have actually had differences); caulkers and drillers; painters and red-leaders. The line is generally, but not invariably, drawn between the rougher and the finer jobs, or those in which the heavier as against the lighter masses of material are used and for which different tools are required, as in the cases of shipwrights and joiners, and of iron plate and tin plate workers, &c. The fitters and plumbers' differences are of a more complex kind. The fitters work upon products of other branches of the same Trade Society, the fitters' work being largely—as their name implies—the putting into place of these products, and in adjusting or adapting them by their treatment as to details to that end. In the shops where this work is performed, there is no collision with the plumber, but only on board ship, and chiefly on board war-ships of all kinds built in private yards, where the work on such fittings as water-pipes made of malleable iron, copper, or brass, and jointing up, is finally carried out. Here differences arise because, for certain purposes, iron, copper, or brass are used instead of lead, at the wish of the owner of the vessel, or by the specification or practice of the Government. The plumbers' trade is more what may be called an original trade than the fitters', for its work is chiefly in lead, which, except in pipes and sheets, is not manufactured into forms for them; and it is principally as to piping where differences with the fitters occur, and then only when iron, copper, and brass of certain sizes displace lead. In the bulk of their work the plumbers do not approach the fitters' domain at all. The use of iron piping has been much increased of late years. It has taken the place of lead for many purposes, as it possesses the great recommendation of being cheaper as well as stronger. It was first largely used for gas piping, and was fitted by the plumber because first used in dwellings. The jointing of the gas pipes together was by ferrules, or short pieces of piping screwed over the ends of the two adjoining pipes. On the introduction of iron piping on board ship the difference between fitters and plumbers arose on the jointing. The jointing of cast-iron and copper pipes by the fitters is effected by forming flanges upon them and pressing them together by bolts passing through the flanges. Whenever the plumber was called on to put a wrought-iron pipe in instead of cast-iron, copper or brass, so long as it was practically an adoption of the iron gas piping with the ferrule or screwed joint, no objection was raised by the fitter, but as soon as those pipe joints were of the flanged kind, the fitter objected that that was giving the plumber his work. The fitter did generally the jointing of all pipes fitted with flanges on shipboard, and when iron piping became so large, or was used for such purposes as to require flanges for jointing, the fitter claimed that as his work. That was the original point at which the dispute between fitters and plumbers first began. The dispute afterwards extended as the use of the iron piping increased, and it eventually was proposed to limit the fitting of iron piping by plumbers to that with the screwed joints, with certain exceptions, and to a maximum diameter. As to what that diameter is to be is the great

Mr. *Dale*—continued.

Mr. *Dale*—continued.

difficulty, as yet unsolved. The exceptions above referred to are in water-closet, urinal, lavatory, and bath piping, and the ventilation of all those spaces, which are admitted to be exclusively plumbers' work, no matter of what materials they are made, nor with what joints fitted. Although iron piping was the original and chief source of the dispute, other fittings have been drawn into it as the dispute became acute, and as the fittings of ships became more complex and required more men to carry them out. In war-vessels, for example, the tubes for the ventilation of the vessel, and the fitting of pipes for flooding the compartments, for accommodating the thermometers, and for the very large and extensive system of drainage in battleships, all of which are of iron piping; these have been fought for over and over on the ground of custom or precedent, or the size of the pipes, or the kind of the joints. There is also the strapping of all these pipes and tubes, apart from their fitting into position and jointing, which has been claimed not by plumbers and fitters only, but by smiths also, and which has been finally divided amongst them. The details I am giving of the fitters and plumbers' trades, where they touch each other, are for the purpose of showing the complexity of the subject under consideration. The principal difficulty in composing the disputes has arisen from the variety of the practice in different works and districts, and from the trade societies wishing to bring them into a uniform practice. This difficulty has been enhanced by the practice in individual works and districts being different, and having been different at different periods, when the work now disputed used to be given to either trade, according to whichever was better able to undertake it, taking into account the amount of other work it had in hand at the time, and there being no regard paid to such matters at those times by the societies. The solution of the present dispute will not prevent others arising in the future unless some mode of settlement is adopted that can be generally applicable. The employers' interest is remorselessly sacrificed by the disputants, who appear to learn nothing from experience, and to be so blind to their personal interests also as to treat them like those of their employers' with a common disregard. The employers' interest is two-fold:—(1) In having the disputed points so settled as to allow of the work affected being performed in (*a*) the best (*b*) the cheapest, and (*c*) quickest manner. The employers have offered no impediment to the settlement of these disputes at any time, so long as these three elements affecting their interest were complied with. (2) The employers interest also, and chiefly, lies in being freed from the vexatious and ruinous stoppages of their works, and the delay of their contracts and derangements of their entire business directly resulting therefrom. The employers, therefore, claim to be a party to any settlement, and they consider that, in the event of a stoppage of work occurring through a difference where the limit to which

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either disputants should in fairness go in jobs, without being chargeable with encroachment on the next allied trade which is to take up and continue or complete the job, the employer should decide the limit, not being bound by precedent and current practice in his neighbourhood, but guided by his judgment alone until the limit is finally fixed by some properly constituted body. This is the real question involved in the fitters and plumbers' dispute, and in those of the other trades mentioned, viz., how to demarcate the points at which one trade leaves off and another kindred trade begins. A further and most material point in the estimation of the employer, and largely affecting his interest in cheapening and expediting the work lies in the necessity there is that no one trade should what is called "overlap" another, which means that, when one trade takes up a job on which others are to be subsequently engaged before it is completed, the work shall be so divided to each that each in due rotation shall complete his share before the next commences upon his share, and that when the last has finished his portion the job shall be finished too. This is necessary to secure economy, quickness, and to fix responsibility in the performance of the job. The attitude which the various trade societies enumerated have within the last three or four years assumed towards each other is the outcome of their endeavours to safeguard the interests of their members, to which we have to trace combinations upon rates of wages, overtime, uniformity of wages, restriction or abolition of piece-work, shortened hours, and federation of trades unions against "blacklegging." Each society proposes to itself to have the largest possible number of its members employed at the same time, and paid as highly as possible, and to this end tries to secure the whole of the work it considers belongs to its members according to usage and custom, resorting to strikes to force their objects upon employers, or other societies, and using such other means as federation with other societies secures to them. A stoppage of works by one trade society withdrawing its members because the members of another trade society will not accept its views is a clear violation of the implied, if not expressed, contract always existing between employers and employed. Besides, it causes losses, direct and indirect, both to the employer and his customers, disorganizes his whole business, and sacrifices his interests, and is, besides, an unjust means of attaining an end. This is the employers' position in the present attitude of trade societies towards one another. How this attitude, which is in its effect, if not in its essence, an unfriendly one is to be changed to a friendly attitude is a most important question, and demands very grave consideration. It is not to be expected that the trade societies will be able to effect this, for it is caused chiefly, if not entirely, as has been pointed out, by each society looking after the interests of its own members, and leaving the other societies to do the same. There is no disinterested party or agency acknowledgd as yet, gifted with

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the perception, and possessed of the requisite influence, whose duty it is to point out and correct the inevitable tendency of the societies to take what may not be strictly theirs, when attempting to settle the dividing lines between jobs which are or have been theirs, and which may be or may have been the property of other societies according to the views of the latter. In this state of things there is only the self-interest of the parties to guide them, and that never can effect a fair and proper settlement. In questions of pure demarcation, *i.e.*, the apportionment of work between different trades, the employers appear to be the natural party to settle the dividing lines between the trades, as well as being a party to it, so as to secure the fairest settlement without overlapping of the trades on any jobs. A brief history of the fitters and plumbers' strike on the Tyne and Wear district will show how incompetent the societies are to settle such questions. In January 1891, the plumbers and fitters agreed to appoint representatives to discuss and settle the demarcation of their respective trades, which had up to that date become necessary owing to the friction that was growing between the two trades. Representatives from both trades were appointed from the Clyde and the Tyne district, from the Amalgamated Society of Engineers, and the United Operative Plumbers' Association. The parties were duly authorised by their respective societies, and the sittings were held at the Star Hotel, Newcastle-on-Tyne. Conferences between the parties took place; witnesses were examined for the fitters and for the plumbers; the practice for several years back was carefully investigated. An agreement was eventually signed by the parties, a copy of which I can furnish if desired; but while this agreement was adopted and worked to in the Clyde district, it led to disputes in the Tyne district the moment it was published, and produced a strike as soon as it was attempted to be worked to, the parties disputing each other's reading of its provisions. This attempted settlement failed from two causes, both of the first importance in such matters: (1) the settlement was not clear in its definitions; (2) there was no third party to interpret them. Each of the two parties read the provisions in utter disregard of the other's views and interests, and in equal disregard of the interests of the employers, and but for the prevalence of disputed points, which kept the two trades apart for nine weeks, their mutual dispositions to settle on others would have been defeated by the employers' refusal to them An agreement was arrived at, however, on the 18th June 1891, at a conference between employers, fitters, and plumbers, to work temporarily upon modifications and agreed definitions of the document published by this conference between fitters and plumbers until a more complete division of the disputed work could be arrived at, and to secure this a committee was appointed at the same time, consisting of an equal number of employers, fitters, and plumbers, who were to elect their chairman,

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make their own rules of procedure, and then find on the evidence submitted by the plumbers and the fitters as to practice past and present, and from the employers as to overlapping. The limits of evidence both as to the past period and to the standing of the building yards was clearly defined, and the finding of the chairman was to be final on any point on which the parties could not agree. This committee met 17 times, and sat from 22nd July to 13th October in an endeavour to arrange the order of jobs and to take the evidence regarding them, and on the 16th day (October 12th) of meeting proceeded to agreement and adjudication on the jobs in dispute. One of the rules of procedure was as follows: (1st.) That in the event of the engineers and plumbers not agreeing upon any point or points, and that they have completed their evidence and notified the chairman to that effect, then he shall say, after consultation with the conference, what decision he has arrived at, and this decision shall be the decision of the conference. (2nd.) Any member not able to be present at any sitting may send a substitute, but a decision of the conference can only be arrived at by the whole of the proper representatives. (3rd.) Should the chairman not be able to be present on any day, the conference shall adjourn till he can be present. (4th.) That the conference will give weight to the following conditions: (1) party originally doing the work, (2) continuity of practice, (3) number of years present practice has existed, (4) volume of work done by each party on point under discussion. This was moved by a fitter, member of the committee, and seconded by a plumber. The conference settled two sections out of a list of 20, the chairman giving his decision against the objection of the engineers to the 3-inch limit on iron piping. On section 3 the chairman gave a similar decision with regard to the limit on iron piping, and the fitters rose in a body, charged the chairman with unfairness, and left the committee thereafter, and did not return. The other two parties to the committee considered themselves authorised by the terms agreed with the fitters to continue the adjudication of the jobs in dispute and finally dispose of them, and issued an award on the 28th October 1891. The employers were appealed to by the plumbers in one of the works after a few weeks had elapsed to put the award into force, and did so, with the result that the fitters left their employment in the works where the award was introduced as for the future division of the disputed jobs, and a second strike ensued on the division of the same work as before in April 1891. This second attempted settlement failed from neither of the two former causes, for (1) it was quite clear in its definitions; (2) the employers constituted a third party for reference on any point, and they were quite indifferent, having no interest at stake, while they were in every way competent to interpret. It failed entirely from the weakness of the stronger association, the Amalgamated Society of Engineers, who did not exhibit the qualities that must guide all parties

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repairing-shops exist, it is chronic, and little or no attempt is made to interfere with it. But whatever new work is produced the trades societies seriously interfere with the employers' freedom as to overtime. The engineers and iron shipbuilders will only work overtime under severe restrictions, the former limiting it to 12 hours per man per week, or, if continued, to 18 hours in any four weeks; and the latter to an aggregate of 32 days per month on new work. Joiners will practically work no overtime; that is, they restrict it so as to make the amount quite insignificant, namely, 2 or 3 quarter days at the finish of a vessel. The employers claim that, without asserting the right to order systematic and unlimited overtime, they alone are competent to define its limits when emergencies arise which make it necessary. Now as to freedom of labour. The term "free labour" expresses the right of the employer to employ whatever workmen he believes will best serve the purposes of his trade or business without any regard to trade societies; and the term also includes the right of every workman to work anywhere without being a member of any trade society whatever, and to be free and protected from molestation of every kind when so lawfully working. These rights of the employer and workmen are mercilessly invaded and generally sacrificed wherever and whenever the present system of trade societies as protected by law is in unchecked power. Every society directs its whole power to secure, by every kind of means, that every workman of its trade shall be one of its members. The result is the multiplication of societies adapted to the various views and temperaments of men. We have on the East Coast the following societies for men who work in the same factories and on the same materials, and for which one society, suitably constituted, would be sufficient, viz.: Amalgamated Society of Engineers, Metal-Planers, Steam-Engine-Makers' Society, National Society of Engineers, United Machine-Workers' Society. The effect of this system of trade societies is that there is practically no free labour; every man must belong to one or other of the trade societies, and becomes bound by its rules, which are drawn in the interests of the societies, and without reasonable regard to the employers' rights or interests as such.

26,286. You stated that "the employers claim to be a party to any settlement"—that is, on the question of demarcation—"and that they consider "that in the event of a stoppage of work occurring "through a difference (respecting the limit to "which either disputants should in fairness go, "without being chargeable with encroachment "on the next allied trade which is to take up and "continue or complete the job), the employer "should decide the limit, not being bound by "precedent and current practice in his neighbour-"hood, but guided by his judgment alone, until "the limit is fairly fixed by some properly con-"stituted body." That rather tends to the employer or the employer's representative deciding *ad interim*, and the question at issue being

Mr. *Dale*—continued.

referred afterwards to some tribunal?—That is quite in keeping with what we have already done on the east coast, the difficulty being that a dispute was continued over a period of three months, both parties refusing to allow the employer to assist them by indicating *pro tem.* some means by which they might carry on the work and refer the main question.

26,287. That is what I wanted to bring you to; in what manner would you think it expedient that the question should be ultimately decided?—Following the practice that we have followed very largely on the east coast, I think it most desirable that so far as practicable the employer should be accepted as competent to interpret and to fix limits, yet where differences arise, such as have been indicated, the surest and most certain means would be an authority representing the interests of the three parties and having full power.

26,288. You think it is possible for a line of demarcation to be drawn which will assign to one or other of the competing trades the majority of the work that either might be called upon to do?—For the time being.

26,289. Would you consider that there would be still left outside the line of demarcation certain classes of work which either of them might be called upon to do according as the employer found it convenient at the moment?—Yes, the employer indicating which class of men should do these jobs outside the line until such time as the final settlement was brought about.

26,290. I wanted to go a stage further and ask you whether you are of opinion that even the best constituted tribunal would have to leave certain kinds of work to the discretion of the employer or his manager at the moment. For instance, previous witnesses have rather led us to understand that the majority of the work which might be competed for by the joiner on the one hand and the shipwright on the other, by the fitter on the one hand, or the plumber on the other, could be assigned without inconvenience to one party or the other, as an habitual practice, but they have also led us to understand that there would still remain certain work which the employer should be free to call upon an individual plumber, or an individual fitter, an individual shipwright, or an individual joiner, to do, just as at the moment might be convenient; would that be your view?—I have read some of the evidence that has been taken, and I do not think that the views expressed represent the actual state of things. What actually exists is this: so long as we have in black and white an agreement that certain work is to be done by one party, and certain work to be done by the other, we get on well enough, but the moment any new question arises the joiners' representative stated that in that case the representative of the joiners was immediately sent for, and the matter was settled. Now to show you the actual state of things, I have referred to matters submitted to Mr. Burt, and which were finally dealt with in another way. That was between the

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s and the shipwrights. Now, we as eers and shipbuilders employ joiners in ngine-works' department, and so do all engineers and shipbuilders in the district he purpose of their work. The joiners, whom this discussion took place, and who interested in this award, turn round upon w and say: your engine-works' joiners had ng to do with this decision, they had ng to do with that award at all, and we not admit that your engine-works' joiners do the work in accordance with that appor- ent. The fact is at the present moment— tely at the present moment—I have had to the covering of telegraph pipes, the fitting ocks for spare propellers, and any spare ns of shafting, and other similar jobs in the e-works' department to be done in iron in to avoid the stoppages. The joiners will low the carpenters to do it, and the car- rs will not allow the joiners to do it; they say, we want it settled, but they will not it and will not allow us to settle it.

291. You would have done it in wood?—It to have been done in wood, but because classes of men claim it I have had to order order to prevent two large ships being ed, to be done in iron.

292. Now, just take that as an illustration e inconvenience occasioned by two trades ting as to what belongs to each; what l be your mode of providing against cases t sort arising?—That we should have a ing court—I do not care how large it is. re are two men representing each society case between the joiners and the ship- ts, we should be able to call them together ce and say, "we have this dispute, let us it settled and be done with it." But we not an access of that kind, and matters go ibbling, and disputes of a more or less s character arise, until they gather in e and they become so serious that at one body of the men or the other—I do lame one more than the other—says: It ecome so serious you must have this matter d. It results generally in a strike.

293. I do not of course by any question to suggest a view, but merely desire to y elicit your view. Is it your view that unfortunate disputes between trade societies, times leading to suspension of work, some- leading, as in the case you have just us, to the resort to some other material that which would be most convenient, are ising a prejudicial influence upon English try, meaning not only upon the amount of that might be secured for English ship- ing yards, but upon the amount of work usly that could be secured for English arti- ?—There is no doubt about it. With regard rk in the locality, it has driven work from East Coast into Scotland, and it has largely ased the cost of our production, which is to extent playing into the hands of the foreign etitor.

Mr. *Dale*—continued.

26,294. Therefore this is no question merely of how much shall be taken out of the pocket of an employer and transferred to the pockets of the workmen or the reverse, but it is that their mutual interests are endangered by this inability to adjust lines of demarcation?—That is so.

26,295. You refer in one or two passages of your evidence to overlapping, which means, you say, "when one trade takes up a job on which "others are to be subsequently engaged before "it is completed, the work shall be so divided "to each, that each in due rotation shall com- "plete his share before the next commences upon "his share, and that when the last has finished "his portion the job shall be finished too." That has no reference to lines of demarcation?—Yes.

26,296. Has it?—Yes. You could not fix lines of demarcation, that is, you could not say where one man begins unless you provide that he should not come back again when the second man has taken the job up. I will give you an illustration in connexion with the fitters and plumbers. It was one of the most trouble- some difficulties that arose out of these various decisions which they came to. When they came to read the expressions which they used, which were apparently very simple, there was a dis- pute. If you will allow me, I will refer to one of them just by way of showing you how easily the difficulty arose. This is the first Tyne award which was come to between the men themselves. We had urged them to do it because there had been some bickering beforehand.

26,297. That is the settlement which you de- scribed as not clear in its definitions?—Yes. It says: "Deck, Downton, Tank and Bilge Suction, Condenser and Drain Pipes." The work of fitters is stated to be "to fit and fix all flange joints in "connexion with the same." Now the fitters contended that they had a right to fit a flange on the end of a pipe. Fitting meant to ascertain its precise angle on a pipe so as to fit up against the deck. The plumbers contended that to fit a flange included the ascertainment of the angle also, or they could not rivet it—they could not fix it. That was one point. The next point was with regard to the scuppers. This was a most prolific source of difficulty. "All ship's side "scuppers, iron or brass, and valves." That is the heading; the fitter's work is "to fit and "joint all on Government ships." The plumber's is "to bend all scuppers and fix valves on mer- "chant ships." Now the fitters contended that "to fit and joint all on Government ships" meant this: there was first of all the direction to be ascertained for the pipe to take, which is rather an unequal one; there is to be a sett made for that of an iron bar which is taken away to the smith's shop and the iron pipe is bent to that. Then the iron pipe when bent to that is brought and set up to its place with the flanges on it, to ascertain the angles of the flanges. Now the fitter contended that he had to make that sett, but he had not to bend the pipe; the plumber had to bend the pipe to the sett; then the plumber had to lay the pipe down, and the fitter

Mr. *Dale*—continued.

had to take it up again to put the flanges on and ascertain the angles; then the plumber had to take the pipe again to rivet the flanges; then he had to bring it back and the fitter had to take it up a second time.

26,298. That is what you call overlapping?—Yes. Cases where the multiplication of hands upon a job prolongs it in excess.

26,299. It passes from the hands of one class into the hands of another and then back again?—Yes, and there is both increase of cost and loss of responsibility in consequence.

26,300. Mr. Burt, I think, was proposed by the joiners as the sole arbitrator?—He was.

26,301. By the party who afterwards disputed the award?—Yes.

26,302. As regards overtime your view is that it is not to the owner's interest to work systematic overtime, and that that would be a sufficient check upon his attempting to do so?—I would not go so far as that. I certainly say it is not to the interest of the employer to work systematic overtime; it is directly against his interest. As a matter of fact it has been continued up to recent times, but we now find we can do without it, that is, without systematic overtime. But there are occasions when overtime becomes necessary, as, for example, in connexion with new work; sometimes a defect will be discovered in a very large portion of machinery, or a cylinder may burst under testing; a crank shaft may prove defective just when finished, and the whole engine depends upon these parts being replaced. It is to the interest of the employer so as to prevent delay and demurrage to have these replaced as quickly as possible.

26,303. I believe you wish to refer to some evidence which has been given as to the gross amount of advances and reductions made on the East Coast, also in respect of the earnings of the men?—Yes. I think Mr. Rothwell gave evidence as to the amount of reductions.

26,304. Will you tell us of what classes you are speaking?—Of the iron-workers, the platers, the rivetters, the caulkers—members of the Boiler-makers' Association which governs the shipbuilding department. Mr. Rothwell said there was a total advance of 35 per cent. from 1880, and a total reduction of 53 per cent. from 1879. You will observe, on reference to his evidence, that he goes back a period for the sake of getting an additional 5 per cent. upon the reductions, making the 53 per cent. What I want to state is that as large, and in many cases larger, wages were earned before the reduction made on the 1st January this year than were ever earned before, so that, notwithstanding the large reductions, the improvements in the tools and appliances, and the change from the use of iron to steel in shipbuilding made more than the difference between the 35 per cent. advance and the 53 per cent. reduction, so that their earnings were not reduced, but slightly advanced.

26,305. You are contrasting a certain period when wages were 18 per cent. lower than at a certain antecedent period?—I am taking two maximum periods. I take the period of 1881 and 1882. Mr. Rothwell fixes his advances as beginning in 1880; those prices went over 1880, 1881, 1882, and 1883, so if I take in 1881, I am taking a point in that period. Then the platers, the angle-iron smiths, the rivetters, and the caulkers were making certain earnings. We come to 1891, when we get the next highest point reached in the condition of the trade, notwithstanding that in the interval, according to Mr. Rothwell, they only received 35 per cent. advance as against 53 per cent. which they had previously sustained in reductions; in 1891 they are making more money than they made in 1881 when the wages were without these large reductions having been taken off.

26,306. What do you desire to say with regard to the shipbuilding employers of the Tyne objecting or not objecting to act on a board of conciliation for the demarcation of work between the shipwrights and joiners?—I should like to put it in the least objectionable form; I am entirely ignorant of any objection ever having been raised, and personally I have never refused to do so, and I do not know any builder who has.

26,307. Do you find that it has been stated so by some previous witness?—It has been stated in evidence, I think, by Mr. Paterson, the representative of the joiners, that the employers had refused to act in that capacity.

26,308. What you desire to say is that referring to a statement you believe to have been made by Mr. Paterson, the representative of the joiners, to the effect that the shipbuilding employers of the Tyne objected to act on the board of conciliation for the demarcation of work between the shipwrights and the joiners, you are not aware of any justification for that statement?—Yes. Mr. Glennie stated that employers in the district which he represented had made an abuse of the overtime arrangement by discharging men out of whom they had got as much as they could, and in reply to questions put to him, affirmed that the men were discharged permanently from employment on account of the employer not being able to get any further overtime out of them. I wish to say as an employer—as one of the large employers on the Tyne—that I know of no case of the kind, and I am very sorry that such a report should have been made.

26,309. Do you wish to say anything else on the subject of overtime?—Some evidence was given by Mr. Paterson, the joiners' representative, on the question of overtime. It was brought out, you will remember, that they allow, and they put it as an allowance, six half-days during the construction of a ship; it may be either at the beginning or at the end. In reply to a question, I think, by Sir Edward Harland, where he was pressed as to the feeling that the employers might entertain with regard to such a restriction, he said that he had not met with any such feeling as Sir Edward implied. I wish to say that the very strongest feeling exists on the part of the employers against what they regard as a very harsh re-

Mr. *Dale*—continued.

the interests of the employers—very prejudicially.

26,324. Do you wish to give any illustration?—The illustration would be necessarily a supposititious one, and I think would be of little value; but I would like to say that my fear is based upon what I am afraid is a common practice under the present Act. It is looked upon to some extent as a Government insurance to workmen of payment of compensation in any and every case, and it is not looked upon, so carefully as we think it might be, as merely a protection of the workmen against culpable negligence on the part of the employer.

26,325. And what does that false impression lead to?—It leads to actions being brought without the slightest ground. I will not say what were the reasons, but I will only refer to the last three which have been brought against us. We have won every one of them, the first man of the three was non-suited; the second man lost his case, and last week the third man lost his case. In all these cases I offered to compensate. Now the first man lost his case, and he is let into all our expenses, which we cannot get out of him. We are obliged to let him off.

26,326. What would that experience lead you to suggest?—It leads me to this reflection, that if common employment is done away with, the workman would look upon that as warranting him in claiming compensation for all accidents of every kind which may befall him in his employment, and the employer will be, under these circumstances, liable to action for damages.

Mr. *Gerald Balfour.*

26,327. You mean he does that now, and you think he would do so still more if the doctrine of common employment were abolished?—In reference to the common employment accidents, men know pretty well when they receive them. There are large numbers of accidents that we never hear of, because of the common employment. But if the idea of common employment was done away with, then I apprehend that every accident which happened to every man would be considered a ground of action against the employer.

26,328. But the illustrations which you gave a minute ago were to show that that takes place already, even under the present system?—There are accidents where the common employment is not so evident to a man. For example, the last case we had was where a man jumped from one portion of a roof down into the gutter, and he came through the gutter. That was not common employment; it was an act of his own. But in the case of common employment two men are working together, they are lifting a weight, one end of the weight is too heavy for one man (I am assuming a case), he lets it fall; he goes down with it; the other man goes to one side and tumbles over and breaks his arm possibly. That is a case of common employment, but if that arm had been broken by the breaking of a sling, or the failure of a chain, or by

Mr. *Gerald Balfour*—continued.

the man having taken an act directed by his foreman, that would be a case under the Liability Act as it is at present. How is the man, when common employment is done away with, to draw a distinction between having an arm broken in one way and an arm broken in another?

Mr. *Dale.*

26,329. Is there any other point on which you desire to proffer evidence before the members of the Commission proceed to cross-examine you. Probably anything supplementary may be brought out in cross-examination?—Very well.

Mr. *Gerald Balfour.*

26,330. The evidence you have given this morning is an illustration that in certain points divergence exists between the interests of different classes of workmen no less than between workmen as a class and employers, is that not so?—That is so, with this qualification—that the interests between employers and workmen are personal interests, but the interests between societies are interests which are not quite so intimately personal; where one society is seeking to acquire a piece of work for its workmen is a different thing to where a workman is arranging either his wages or his actual employment, or his claims under the Employers' Liability Act; the one is more intimate than the other. I just wish to make that distinction.

26,331. Do you think that that distinction points to any difference between the kind of disputes that occur between trade societies and the kind of disputes that occur between a trade society and employers?—Yes, I think so. I think a man will have much less hesitation in claiming a job through his own society where he does not feel the personal contact with any individual man than he will in making a claim which he is not quite certain about, not absolutely clear about, against the employer, or in taking any overt act which affects his employer's interest.

26,332. Therefore, in consequence of the absence of personal element in the case of disputes between trade societies, your view is that those disputes are more difficult to compose?—Yes; and in all cases where we cannot get at a large personnel representing a society our difficulties are greater. Take, for example, the society represented by Mr. Knight; we can always command the immediate attention of their council. Now, take the Amalgamated Society of Engineers. They divide our district into branches, and they give to the branch in Jarrow exclusive authority to deal with certain questions. We cannot get to the headquarters in London and bring their influence to bear upon their branch in Jarrow. The consequence is we have men that are not associated with the same degree of responsibility or feeling of responsibility, and we think that on that account disputes are carried on, questions are carried on much longer than they otherwise

Mr. *Gerald Balfour*—continued.

workmen had a grievance by the amount that they might lose; that the damages should be such that the workmen would be able to pay and be able to feel the loss of, and that the amount should be fixed for the employers in a similar way.

26,340. That implies a very perfect organisation among the men, does it not?—I believe their organisation is far more perfect than you have any conception of.

26,341. In all trades?—Speaking for those we employ there is no trade which has not a very complete organisation.

26,342. How many engineers are there who do not belong to the Amalgamated Society?—There are a number of societies——

26,343. Or some other society?—I am not quite sure whether I can give you the number. Among the engineers alone there are certainly five societies—I believe there are more, but I could only remember five when I drew this list up—the Amalgamated Society of Engineers, the Metal-Planers, the Steam-Engine-makers' Society, the National Society of Engineers, and the United Machine-Workers' Society. These men are all working in the same factories, and on the same materials.

26,344. How many men are there who are engaged in the engineering trade who are not members of any trade organisation?—I do not know one—we are not employing a single man at the present moment who is not in one society or the other—from the highest skilled mechanic down to the commonest labourer.

26,345. Is that the case universally in your trade?—I should say it is almost universal—not absolutely universal, for Mr. Inglis told the Commission he had a few men.

26,346. No doubt if that was so, and if all the men belonged to some organisation or another, it would greatly facilitate such a plan as you suggest: but supposing it was not the case that all the men were enrolled in an organisation, how would you then arrange?—I could not pretend then to be able to carry it out.

26,347. Then you would answer my question, whether such a scheme as you propose would not involve a very perfect organisation by admitting that it does so?—It involves a very complete organisation; I think "very perfect" carries the matter too far.

26,348. Coming now to the case of compulsory arbitration, would you adopt the same method of enforcing a decision?—I would try first voluntary arbitration in the form in which I have sketched it; I do not profess to be able to sketch an entire scheme of legal action throughout so complicated a series——

26,349. I understood you to say you had thought this matter out?—Yes, but I could not say that I had thought out every detail. I think it is practicable in a society constituted such as ours.

Mr. *Dale.*

26,350. I rather understood your view to be that the distinction between voluntary arbitration and compulsory arbitration would not affect the enforcement of the award, but would in the case of compulsory arbitration enable that to be called into existence where one of the parties might demur to it?—Precisely; compulsory arbitration as you have put it, so that the State might step in and say: We will not permit these two bodies to remain in conflict to the great detriment of thousands of innocent people and other trades who are not mixed up with it.

Mr. *Gerald Balfour.*

26,351. Would it not be impossible for the State to say that, or at all events to enforce any awards that might be given, unless the men were joined together in an organisation which itself could be made responsible?—That is, of course, a necessary preliminary, that is what I say. I say legalise the respective bodies, the trade societies and the employers' societies, and let them have access to these different forms of arbitration—first a voluntary form of arbitration with its decision registered and legalised, and then what I call involuntary—these arbitrations where one is prepared and the other is not and an arbitrator is appointed; and then the other case where there are two bodies who will not agree, and who should be compelled, or some one should take up the matter.

26,352. Where there exists an employers' association on the one side, or where there is a dispute between two trade societies, each society should be compelled, you think, to deposit a certain sum of money, which sum of money should be forfeited in case, after that award was made, it was set aside?—That would be one form of it; only you would determine the damages to begin with, whereas I would determine the damages at the end, in failing to abide by the award; the question would arise, What would the damages be, how could they be ascertained or assessed? Clearly we require something. That we are passing through a stage which will eventuate in some plan, I have no doubt whatever; it is just as apparent to the workmen as it is to ourselves that our present unsatisfactory mode of arriving at understandings and then refusing to be bound by them is not in accordance with sound sense.

26,353. You would, I suppose, prefer voluntary arbitration to State arbitration, if voluntary arbitration proved itself sufficient for the end in view?—Yes, certainly.

26,354. You object to the hard and fast rules which are laid down by the Unions. Do you consider that those hard and fast rules have been prejudicial to the interests of the industry generally?—With regard to what?

26,355. With regard to all the three points with which your evidence deals, first, the demarcation of trades, secondly, overtime, and lastly, freedom of labour?—With regard to demarcation there are no regulations; with each society it is what vulgarly would be described as the game of grab. I say so with all respect

Mr. *Gerald Balfour*—continued.

at best explains really the position which ieties have taken.

56. Without insisting too much upon the "regulations" the efforts of the two es each to grab at work which might be d either to one or the other must, if disputes are to cease, tend to an exact demarcation?—Yes.

57. And in that sense lead to a hard ast regulation?—I cannot object to that ed means are taken to modify those lines asion arises.

58. You do not think it would be more ble in the interests of industry generally here should be more freedom, more latitude, d by the different societies; in fact, that should be something like the reversion to you have described as the old practice the work now disputed was given to trade according to whichever was better o undertake it, taking into account the t of other work it had in hand at the —As far as the employers are concerned, esent tendency, I think personally, is the one, the best one, where the arrangement ject to consent by both parties in the ce of either the employer or some other with whom they are prepared to act.

59. Then you think it is on the whole, all the circumstances into consideration, ble that there should be laid down exact of demarcation between the work of nt trades?—Personally that is my opinion. t say that my view is somewhat different hat held by my brethren in the Federation. think somewhat differently from me. The ncy, however, according to my mind is in irection of hard and fast lines, just the as between a smith and a joiner, you not wish that a smith should do joiner's

360. The tendency is clearly in the direc- f hard and fast lines, but do you think a desirable tendency?—In my personal n it is, with, as I have said, the provision ans by which the lines can be varied. you speak of "hard and fast" lines, I you use an expression which carries more the case is susceptible of. We have ar- nents to-day which may be slightly altered orrow, according to the development of , according to the change of the applica- f means, and as to the question of whether building a yacht, or a battleship, or a ercial ship. All these things have to do it, and so long as we have a means by any question can be at once settled, and variation which may be necessary made, the point at which, I think, it is desirable ive.

361. And the decision of those points you leave to a standing court?—Yes.

362. Now, with regard to overtime. Do hink cast-iron regulations imposed by the s as regards overtime are desirable in the sts of the industry?—I think the engineers' gement is good enough; the joiners' arrange-

Mr. *Gerald Balfour*—continued.

ment is just as bad as it can be, it is no use whatever; the carpenters are, I think, perhaps the more rational of the two classes; they will not entertain it in any shape; the iron-workers we find sufficient. Those are the four classes. The engineers and the iron-workers, I say they are sufficient for our immediate purposes. The joiners' arrangement is not only not sufficient, but it places us often at a disadvantage, and it would be much better both for themselves and for us if it was altered; the shipwrights will have it in no form whatever. We get none from them, that is, nominally.

26,363. You say each society pursues exclusively its own interest; do you think in this case the shipwrights have interpreted their interests aright?—I scarcely think so. I do not think so, for this reason: it is never a beneficial thing to have a condition of friction existing between a society and the employer, and the attitude of the joiners does produce that feeling.

26,364. The shipwrights?—No, the attitude of the joiners, where they give you a certain amount which is utterly insufficient; they know it is insufficient. Now the shipwrights will not have it in any form whatever, but we never have any difficulty with the shipwrights.

26,365. Let me pass to the question of labour; do you think that the right either of the workman to work anywhere without being a member of a trade society, or of the employer to employ whom he pleases, is one which it is important to maintain in the interests of industry and of the industrial classes?—I think they are inherent rights, and are certainly above any conventional arrangement which the societies may make.

26,366. Then you disapprove of the rules, or rather you disapprove of the practice, of the trades unions in this regard?—No, I do not. I still admit that it is every man's inherent right, and should not be taken away from him; but if he cannot maintain that while securing less rights, but obtaining some things which he thinks he can only get by a secondary arrangement, he is entitled to give up these privileges or his rights if he thinks proper.

26,367. My question is rather this: do you think it is desirable in the general interests that those rights should be given up?—It is an abstract question which I cannot answer.

26,368. You are not prepared to give an answer at all?—It is an abstract question.

26,369. I will put it in this way: do you think that since the practice of many unions in this matter has become established, their action in invading what you describe as inherent rights has been on the whole to the general interests of the workers or not?—I should rather you did not ask me that question.

26,370. You have made a suggestion that the various societies should be amalgamated together?—Yes, societies following the same craft.

26,371. You would rather work with large unions than with small unions?—Yes, but I think that is just as unlikely as that the inherent

Mr. *Gerald Balfour*—continued.

rights will ever be attempted to be enjoyed with the union rights, because the societies, as I have mentioned, are formed of men who embody the old-fashioned expression that "Birds of a feather flock together." These societies are composed, some of them, of a very few men, hard-headed men, who prefer to associate together and derive any small advantage from association rather than be, as they think, overborne, and have their individuality sacrificed by the other, the larger societies. It obtains everywhere, and it obtains amongst the working-men just the same as amongst other human beings.

26,372. Then you simply record this state of things?—Quite so.

26,373. Without expressing any opinion as to whether it is a good state or a bad state?—It would be desirable for us to have them all in one body, but I think it is so impracticable, that it is scarcely worth attempting to get it.

Mr. *Trow.*

26,374. You made a reference to the ships—chiefly warships—of all kinds built in private yards; is there any difference between the modes adopted in private yards as compared with those in Government yards?—I do not know that there is, but in the dockyards there is a greater freedom in the apportionment of the work, a much greater freedom than is allowed by the trade societies in private yards.

26,375. The trade societies are not on such a permanent footing in the Government yards?—They have not got a footing in the Government yards evidently.

26,376. Now in these disputes that you have referred to between the various trades unions all that you have asked is that the men should continue at work under certain conditions, and leave the matter to be decided?—Yes.

26,377. And both trades unions have expressed a desire only to have fair play?—Yes.

26,378. But their idea of fair play is that each shall have what he asks for?—Well, yes, that they should obtain what they ask for.

26,379. And what they cannot agree about?—Precisely.

26,380. And what you ask is that in a case like this the matter should be submitted to a tribunal composed of men from the various other yards, say on the Tyne, who would only have an indirect interest in the matter in dispute in your yard?—Yes, along with the employers.

26,381. You to be present?—Yes.

26,382. You think that a court of that kind would be able to settle these difficulties to the advantage of both you and them?—I have no doubt whatever of that.

26,383. It is not from any monetary point of view so far as you are concerned?—No; there is no money question in the settlement so far as we are concerned, except such as arise from stoppages of work.

26,384. You referred to the matter of the arbitration and said you wanted that there

Mr. *Trow*—continued.

should be some kind of legislative interference with it?—Yes.

26,385. If the legislature were to interfere in that matter, would it not be opening up a wider question that the legislature may take upon itself to deal with every question that arose—wages, and everything else?—No, I do not think it follows. The wages question has never proved to be so great an evil either to society at large or to the society immediately affected by trade disputes, or to the men themselves engaged as these questions of demarcation and the rights of one society as against another have proved to be. I should like to add that all I have advocated is legal sanction to the decisions which the various parties come to, so that they should be binding upon them.

26,386. How would you enforce them upon them?—As I have indicated either party would have a right of damages against the other.

26,387. And if the employer found that to carry out the decision meant utter ruin, what kind of damages should the men have?—I should never contemplate such a state of things, as I think it is quite improbable in the last degree that parties to a decision could bring about such a termination to their deliberations.

26,388. But have not you known it within the last 10 years where some works have had to be stopped altogether owing to the impossibility to carry on and pay the wages awarded?—I have an indistinct recollection of something happening in connexion with the iron trade, but I think the circumstances there were entirely abnormal.

26,389. Would not it be sufficient guarantee if the executive of the society pledged itself to enforce the award upon its members?—I think the pledging on the part of the executive might reasonably be an alternative to the finding of the damages. If damages were given against, say, a trade society, and the executive pledged themselves that their men should start work at once under the award, it might be taken in extinction, or in mitigation, at any rate, of the damages.

26,390. Take the experience we have had; take the last 24 years, where one executive has always pledged itself to enforce the awards of its members, have not they been able to do it except in slight cases?—With one exception I think they have.

26,391. You can get nothing, I think, more satisfactory than that?—True; but, as I point out, the iron-workers are more or less a homogeneous body. Only a very few of them may be called skilled; there are none of them that may be called artisans. They do not deal in the same way with the articles they produce as artisans do. There is not the same degree of intelligence required in the manipulation of the details. The rolling of a plate is an operation by a machine which has to be watched, judgment is required, but beyond the skill of the eye applied to the simple operation of rolling there is nothing analogous to the treatment of a joiner's work, or a fitter's work, or a ma-

Sir *E. Harland*—continued.

26,409. That is to say, whilst they do not work overtime they do?—Well they do not officially state that they will work overtime; they will not call it that; they will assist you in your difficulties.

26,410. But on the other hand you point to the joiners being, practically speaking, more stringent on that point?—They are undoubtedly more stringent.

26,411. There is not that "come-and-go" about them which you have found with the carpenters?—Quite so, not that at all.

26,412. And hence while finishing a job the whole ship may be kept back by reason of a handful of the men of a certain section not being willing to work a little overtime to let you close up that job?—Yes, we have had occasions where for a very small amount of work a ship has been delayed days.

26,413. Perhaps half a million of money in the ship?—Yes.

26,414. You referred to arbitration, and you used the expression that you thought that, whilst in favour of it, failing any success in private negotiation, there should be some legal sanction attached to it, something to be binding; how would you point to there being an equivalent binding on both sides in case of a dispute, and the award being against, say, one of the parties, would you, on the one hand, as an employer be willing to abide by the arbitration, feeling that of course you had your property in your yard, and other funds at you back, able to withstand that; would you require on the other side some similar tangible security or money, as it might be, to fall back upon in the event of your workmen not adhering to the decision?—I think so; I indicated that the funds of the society ought to be attached in that case.

26,415. Available?—Available.

26,416. Tangible, in fact?—Yes.

Mr. *Burt.*

26,417. At the beginning of your evidence you, in referring to the demarcation of the work, mentioned the different trades in connexion with which difficulties of the kind have arisen, and I see that between the engine-fitters and blacksmiths who are not in the same societies difficulties have broken out?—Yes.

26,418. I infer from the concluding words that where they are in the same societies the difficulties do not exist?—We have had difficulties: we have had a difficulty between——

Mr. *Dale.*

26,419. The shipwrights and the caulkers?—Yes, and between the platers and the caulkers, where they are members of the same trade society. We had the platers and the caulkers who disagreed upon the doing of a particular piece of work and they are in the same society.

Mr. *Burt.*

26,420. And their own executive did not seem to be able to settle it, or did not settle it?—Yes.

26,421. What, ultimately?—Yes, we brought the executive upon them, but it was only after a stoppage—a brief stoppage. It was merely a case showing where differences could arise, and did arise.

26,422. We may take it so, as indeed it seems almost obvious that, other things being equal, where men are members of the same society, the difficulties will be considerably lessened if not obviated?—Yes; they would be removed much more rapidly when they occur.

26,423. Of course ultimately that is a matter which would have to be left to the decision of the trades themselves, but from your experience would you say that if, for instance, the shipwrights and joiners saw their way to be in the same society that would lessen the friction between them?—It would, and we have urged it; I have personally urged it again and again. Take the plumbers also; the plumbers are a very small number of men, and I have pointed out to them that the way to obviate the difficulty is to form one society. Very obviously the joiners and the shipwrights ought to be in one society, and the plumbers and the fitters ought to be in one society, and the important question of the revision of the various societies is one of very great importance, to see how many of them cannot be determined by being in one society instead of several.

26,424. I think from the way that you have given your evidence you would say that in case of disputes arising unexpectedly the employer should decide the limit, but in case they are not satisfactorily settled there should be an ultimate appeal to some properly constituted body of a representative kind; I think that is the way you put it?—Yes, that is what I have said.

26,425. I am not going to argue the point, and in fact I agree, I think, with the principle you laid down, but I would like to ask whether the employers have claimed that right and endeavoured to enforce it, or is it something that they once had, and have allowed to slip out of their hands?—That of settling the lines of demarcation?

26,426. Yes?—Yes, they once had it. We had, for example, 12 years ago some Government ships to build, and our fitters did a certain description of work; seven years ago we were full again of Government work, and the plumbers did the work, the only reason being the fitters were too full of the details of a second class of ships we were building, and they had ample work, whereas the plumbers were deficient in work. Therefore we had it unquestionably, and it was allowed without the slightest difficulty, not with the plumbers and fitters merely, but with the joiners and carpenters as the change of iron-shipbuilding affected the old practice of wood-shipbuilding. With regard to the former part of your question I think it ought to be on

Mr. *Burt*—continued.

as vexatious and destructive to the men's interests as they are to the employers'.

26,435. With regard to the Employers' Liability Act, has there been any attempt on the part of the shipbuilders on the Tyne to compel the workmen to contract themselves out of the Act, or to forego any claims they might have under the Act?—None whatever, so far as my knowledge goes.

26,436. I think you said that you are opposed to the amendment of the Act in the way that the amendment has been suggested from time to time by the Trades Union Congress?—Yes, I am.

26,437. As to the length of the notice, have any cases come under your notice in which any injustice was inflicted upon the workmen through the shortness of the notice?—To the best of my recollection, no. I believe at the beginning of the Act we were a little disposed, as most people were, to take advantage of a notice, but since then I can inform the Commission with absolute verity that we have again and again extended the notice, and made no objection where the case was really an important one.

26,438. I do not know; perhaps I had better ask you whether you have heard of any cases in which a man who has been seriously injured has been paid a considerable sum nearly his full wage, until the expiration of the time for the notice, and then the wages have been stopped after that time has expired?—I never heard of a case of that kind.

26,439. You will not understand for a moment that I am even suggesting that it would be done by your firm, because I know it would not; but perhaps you are not aware that that is one of the reasons which have operated in making the organised trades of the country, seek a change by way of lengthening the notice?—I was not aware of the circumstance, I was not aware of that being a motive at all.

26,440. I gather that you think it would not be just to employers to place workmen entirely on the same footing as the general public are placed under Lord Campbell's Act—in other words you would abolish the doctrine of common employment; practically it would come to that?—I have expressed my views very strongly against the doctrine.

26,441. You think that it would not be enough to leave the case to be decided according to its merits, whatever those merits might be?—I think not.

Mr. *Tait.*

26,442. I should just like to ask the reason why you object to cases under the Employers' Liability Act being tried on their merits?—I have already given you my reason very fully.

26,443. I quite understand that you object to the abolition of doctrine of common employment, and you have adduced certain reasons, but in reply to Mr. Burt just now you said you had an objection to cases being tried upon their own merits, and I want to know what you base that objection upon?—I misunderstood Mr Burt if I gave an

Mr. *Tait*—continued.

answer of that kind. Every man can bring an action and have it tried upon its own merits irrespective of the Employers Liability Act. If a man has an injury in common employment, and he thinks that injury has been contributed to by the employer, and he finds that he has not given notice, for example, within time, or that he has disqualified himself for proceeding under the Employers' Liability Act, he can, as I understand it, under the common law, under Lord Campbell's Act it may be, bring an action against his employers. I cannot object to his doing so, but I do not wish to practically give him a premium for bringing within the facilities afforded by the Employers' Liability Act such cases as are now excluded.

26,444. One of the reasons that have been adduced before this Commission for asking that the doctrine of common employment should be abolished, is the fact that the workman himself is not a party to the engagement of the man he has to work alongside of; that is that he has nothing to say in his engagement. You employ a workman to work alongside of me, for instance, he may be an inferior man or he may not be?—We do not do that, there is no such thing as that in our business.

26,445. Do you consult the workman whom he has to work alongside of?—He does not work alongside of anybody, he is not engaged to work alongside of anybody, the men work promiscuously. There are very few men that will have a job that relates them in any way to another unless he is on a particular portion of a work which takes him about it from place to place and from part to part. He is working in association, but not in related association; he is working in the company of, but not related to the company of his comrades, and if there is any objectionable feature in respect to him he can object.

26,446. Am I right in stating that in respect of none of the men that are engaged in Palmer's yard are any of the workmen consulted as to a man's engagement?—One man is not consulted as to another man's engagement, certainly not.

26,447. Therefore, if by oversight you engage an incompetent workman, and he by some neglect on his part happens to injure, it may be to fatally injure, another fellow workman, is there any reason why the relatives of the man who has been killed, or himself if he has been injured, should not receive compensation according to the merits of the injuries which he may have suffered?—My answer will turn upon the meaning which you attach to the word "competent." We engage a man for his competency at his business, and competency in that I cannot conceive would lead to injury to a fellow workman. Carelessness in this man going about his business, a reckless disposition that we cannot insure against—that may arise; but a man can complain of that to his foreman, and I am not prepared to say that he would not very speedily have that man so dealt with as to remove the objection that he had against him. I have known it to occur many and many a time.

Sir *E. Harland*—continued.

26,467. And as quite unintentional?—Quite.

Sir *E. Harland*—continued.

26,468. And not to be blamed to the workman from incompetency?—Entirely so.

The witness withdrew.

Mr. JOHN HENRY MACILWAINE called and examined.

Mr. *Dale.*

26,469. You are a member of the firm of MacIlwaine and MacColl, Shipbuilders and Engineers, Belfast?—Yes.

26,470. And you appear also as representing the Belfast employers in the shipbuilding and marine engineering industries?—Yes.

26,471. Are those Belfast employers members of the National Federation of Shipbuilders and Engineers?—I think all of them.

26,472. Your own firm is a member of that body?—Yes.

26,473. You have prepared certain evidence which you propose to lay before us, and I think it would be most convenient if you would proceed to do so?—The subject on which I wish to give evidence is disputes with trade unions, and stoppage of work owing to disputes between the various sections of workmen. Strikes, owing to differences of opinion between employers and employed, have been chiefly on the question of rates of wages. These disputes were more bitterly fought 20 or 25 years ago than during the last 10 years. It has now become thoroughly recognised by both parties that wages must fluctuate in proportion to the amount of work to be done in a given time, and the number of skilled men available for doing it. This is especially the case in the shipbuilding industry, where the demand for ships fluctuates within very wide limits. The reason why strikes on this question are more readily settled now than formerly is that the leaders of the trades unions are now perfectly informed as to the state of the trade. They often recommend their members in a locality to accept a reduction when these local men would be more difficult to deal with owing to their ignorance of the real state of trade in general. The tendency of the local men is to judge entirely by the trade of their own district. Employers are now fully alive to the fact that when trade gets brisk after a dull time wages must rise, and advances are granted much more freely than formerly. The action of the executive councils of the principal trades unions whose members work in shipyards and marine engine works has, on the whole, been favourable to the amicable adjustment of wages' disputes without resort to strikes. The employers of the Belfast district, both individually and through their Association, have more frequent meetings, and more cordial relations with the representatives of the leading trades unions than formerly. This fact has contributed largely to the ease with which wages' questions are now settled. Disputes with trades unions, sometimes leading to strikes, have occurred on such points as restricting overtime,

Mr. *Dale*—continued.

the number of apprentices, and the distribution of work. The interference on these points is based on a totally wrong assumption, namely, that by controlling what is properly the province of the employer, the trades unions can artificially raise the demand for skilled labour and at the same time shorten the supply, so that higher wages will be paid and a larger number of their members find employment. While in busy times such attempts may partially succeed for a time, they become so irksome that employers must combine when the turn of trade gives them an opportunity. Freedom of action with regard to these proposed restrictions must be established at whatever cost, even if strikes should be resorted to or lock-outs be necessary to secure such freedom of action. With regard to the first point, restriction of overtime. In shipbuilding and marine engineering, overtime, both by extra hours for the regular men and the addition of a night-shift, must be resorted to at times by all employers; but any attempt at continuous systematic overtime will cure itself, because it is a much more costly way of production, and must be abandoned when in competition with regular time. Regular night-shifts with heavy machinery are unobjectionable for either employers or men. The attempt to limit the number of apprentices in any particular trade must fail eventually. If persisted in it will lead to ever-recurring strikes. The attempt to limit the age at which a man may learn a trade is arbitrary and unjust in the extreme. Some of the best and most respectable tradesmen are those who have acquired a knowledge of the particular branch of trade they work at in comparatively later years than the limit proposed—16 to 21. This point should be left entirely in the hands of employers, and the unions should confine themselves to limiting their membership to competent tradesmen of respectable character. It is strongly felt by employers, and I believe to a great extent agreed to by the majority of the employed, that any legislative interference with the working hours in shipbuilding and engineering would be mischievous in the extreme, if not disastrous to the interests of both parties. Another fruitful source of difference between trades unions and employers is the attempt on the part of the unions to reduce wages to as nearly a dead level as possible, both as regards individuals and districts. This attempt is based on a wrong principle, and must eventually fail. If persisted in it will lead to fruitless strikes. The last cause of dispute that between various sections of workmen

Mr. *Dale*—continued.

trades unions. Are the recommendations of the leaders of the men generally adopted or always adopted?—In our district generally, but, of course we have knowledge of their not being adopted in some other districts. You have evidence to-day, and have had evidence before, as to that, but our experience is that they are generally adopted.

Mr. *Trow.*

26,487. What would be the result if there was a common understanding between all the shipbuilders that they should not tender below a certain price, and not pay wages below a certain rate?—I do not think such a state of affairs is possible.

26,488. You do not think it would succeed?—I do not think so

26,489. With regard to the council of six, would the four working men be appointed by the societies, or by the men in the yard affected?—By the societies is my idea.

26,490. And you think if that was done it would avoid all this little friction, and lead to a satisfactory settlement?—I think so.

Sir *E. Harland.*

26,491. Taking up the answer you have given with regard to ships all being taken at one given price, the construction of ships varies, and they are very different; indeed I presume they vary according to the quality of pig-iron, so that, whilst the same amount of pig might be worked in given parts of the country, and of a precisely equal marketable value, ships on the other hand vary so much in their construction and quality and expensiveness, so that you think on that account there could not be a uniform price for piece-work?—That is the strongest reason.

26,492. And hence shipbuilders could not agree upon a uniform quotation in the market?—I do not think they could.

Duke of *Devonshire.*

26,493. Would you explain a little more fully what you refer to as the fruitful sources of difference between trades unions and employers, in the attempt on the part of Unions to reduce wages to as nearly a dead level as possible?—That has been a source of trouble in our district in two ways. First, as regards the individual. There have been attempts made, followed by strikes, to induce what I call a high limit, that is to say a man may not be paid below a certain amount. There are men who would find employment at lower wages if they were allowed to take it. Those men have been induced to leave their work, and in some cases strikes have occurred between two sections of the men trying to enforce a uniformly high limit of wages. That is one source of difficulty. Another source of dispute is comparing one district with another. For instance, it may easily happen that work in one part commands

Duke of *Devonshire*—continued.

a higher price. There may be reasons why work in another part can be done more cheaply. One of those reasons may be the lesser cost of living. A man may be really better off in one of the lower-paid ports than in one of the higher. The trades unions sometimes say that because a certain wage is paid in one of the higher-priced ports, the same shall apply to one of the lower-priced ports. If it cannot be afforded employers are obliged to resist, and hence a strike.

26,494. I think from what you previously have said that you are of opinion that the action of the trades unions of settling wages' questions is generally advantageous to the trade?—That is our experience in Belfast.

26,495. Such a question as you have just referred to, of endeavouring to enforce the level as between district and district, appears to come within the legitimate scope of the action of the trades unions, does not it?—Certainly, if they wish to take that point up.

26,496. The lower-paid district is perfectly right, if it can, to raise the wages of their district to those of a more highly-paid district, is it not?—Certainly, but if the prices of that port will not afford the higher wage, the employers have a right to resist, and must resist it.

26,497. Yes, but are you of opinion that the attempt to reduce wages to a dead level as between individual and individual is a more objectionable use of the power of trades unions? I think so. That is my individual opinion.

26,498. Is it possible for you to state what is the view of the men upon that subject? Would the men admit that a more skilful man ought to be paid higher than a less skilful man?—I can hardly give an unqualified answer to that. I think individually they would, but through their union they do not admit it.

26,499. Are you of opinion that the action of the trades unions is directed generally towards raising the price of the comparatively less skilled labourer at the expense of the higher?—I think so.

26,500. Is that looked upon as a grievance by many of the more skilful men in your union?—I believe it is.

26,501. These attempts you say, if persisted in, will lead to many fruitless strikes?—Yes.

26,502. Are you able to trace any strikes that have taken place to these attempts on the part of trades unions—I mean on this particular point we are on now—the reducing to a dead level the wages as between individuals and individuals?—It would perhaps be best illustrated by an example, if I might do so. Take a case in point. In a shipyard there is a very great deal of rough wood-work to be done by the joiners. Till recently it was quite admitted by the trades union that men who are not qualified to do the finer work might be employed at lower wages, and there were grades in the trade. Men were rated according to their ability. There have been several strikes to try and establish a minimum rate of wages which was equal to the skilled rate of the time. That

Sir *E. Harland*—continued.

26,527. So that if the trades unions of the United Kingdom were to seek to impose a uniform rate of wage in Belfast as against Liverpool or the Thames you think that there are offsets against that which should point to their wages being less in Belfast, and yet the men being better off there with them?—That is my opinion.

The witness withdrew.

Mr. DAVID JOHN DUNLOP called and examined

Mr. *Dale.*

26,528. You are a member of the firm of Messrs. David J. Dunlop and Company, Shipbuilders and Engineers, Port Glasgow?—I am.

26,529. You propose to lay before this Commission certain views on the hours of labour and on overtime?—I do.

26,530. You have prepared your evidence on those two subjects, and it would be most convenient if you would proceed to give it as prepared?—Hours of labour. The hours worked by all the trades directly connected with engineering and shipbuilding are 54 per week when full time is kept, the length of each working day being so arranged as to admit of the afternoon of every Saturday throughout the year being holiday. The summer arrangements in some districts, however, provide for every alternate Saturday being an entire holiday, the extra holiday hours being made up during the remaining eleven days in the fortnight. The length of hours worked per day or per week throughout the year are not a tax upon the muscular energy of any man in ordinary good health, and any demand to have the numbers shortened is not prompted by evidence that the working hours are too long, or that injurious effects can be traced to too much time being devoted to work. Although much more work is turned out at the present time per man employed than in the earlier history of our trades, the result is not due to greater physical exertion on the part of the men employed on time, but to the facilities, conveniences, and time-saving effected by the introduction of machines and appliances for saving manual labour, whether in shaping and fashioning material in wood or metal by the tradesman, or in transporting or lifting the same by the labourer. Extra exertion in any of the departments of shipbuilding or engineering is the outcome of piece-work and the inducement it offers to men to make wages proportionate to their instincts and abilities; but here again, although the unsteady workman when unfitted through his conduct may sometimes do himself no good by his over-exertion to make up for lost days of work, his steady comrade is in no degree overtaxed by the amount of work he gets through in the working week of 54 hours. It should be noted that although the members of some trades keep good time, no department can be said to work the full number of hours due to the number of men employed, while there are trades, or departments, whose members disregard the working hours they should recognise, and ignore the fact that to suit their caprices the employer must be daily prepared for their attendance at work, and that he must bear without redress the loss of keeping on his permanent staff, and paying all the fixed charges which are dependent upon steam-driven machinery. It might be advisable to do away altogether with the 54 hours' week in winter for trades not employed under cover, and from, say, the middle or end of October till end of February, to work and pay by the hour, as is done in the bricklayer, mason, and other trades. In arguing for a reduction in the number of hours, on the plea that a British workman is able to do so much more work than his foreign competitor, a great mistake is made. Granted that the opinion is correct, the physique and energy is the capital of the British workman, to which the particular trade he is employed in, or the country, is as much entitled when not overtaxed as is the intelligence and capital of the employer, and in the laws which should govern all lawful competition, advantage should be taken of what nature or circumstances has provided for our benefit. It must not be overlooked that through the adaptation of machinery to all purposes of manufacture, the relative value of men physically is brought much closer, and it is not possible to match the one machine, which is running 9 hours a day, against the foreign counterpart that is running 10 or 12. Then as to overtime. The working of overtime in engineering and shipbuilding is a necessity that cannot by any means be dispensed with. No employer would willingly allow overtime to be worked from a commercial point of view. Moderate overtime is a direct loss to the employer from the extra cost it entails in wages; while systematic and prolonged overtime must bear an additional loss, and one it would be impossible to put a value upon when men are deprived of sufficient rest. The demands for overtime may generally be class edunder two heads—(1st) what can be foreseen and can be arranged for, and (2nd) what cannot be calculated upon beforehand. Under the first class may be placed those cases where an employer takes a time contract that he cannot fulfil with the appliances at his disposal or in his works by working the regulation number of hours, no matter how many men he may put on to the work. In such cases it is usual to have recourse to shifts or double squads of men, but it is not possible to have a substitute for every man, and some men must work overtime, principally about the machines, where the labour is not exacting. Repairs and breakdowns come under the same head as far as overtime is con-

Mr. *Dale*—continued.

they were to leave the employers guided by reasonableness and self-interest to regulate the overtime question, but then you passed on to qualify that by stating that the societies were still to exercise some control?—They must have some control. If they are to be recognised at all they must have some control in the question of overtime, but in the case of, we will say, its being carried to the extreme as it might be, but which I think would not be likely to be the case, at the same time I sustain, what I say here that the employer or his representative or foreman is the only man who can judge of the overtime, how, when, and to what extent it should be worked.

26,540. Would I then be right in supposing that what you meant was this, that the societies should not prescribe some cast-iron rule or restriction, but that they should leave the employer to exercise reasonable discretion and only intervene in cases where the employer has been going beyond what was reasonable?—That is so.

26,541. That is what you meant?—That is just it.

26,542. But you say too "no workman objects "to work a moderate amount of overtime while "the greater number of them like it and the "gain they make by working it." But yet you say that some trades (which consist of individual members) forbid their members to work overtime under any circumstances, but surely no trade would adopt a rule which was contrary to the judgment of everyone of its members?—I say that some trades are moderate in their restrictions, but others forbid their members working overtime under any circumstances unless the employer has procured written permission from their secretary and council before the overtime is commenced. That is true, and in our district it rather refers to the joiners than to any other trades. The joiners are not allowed under any circumstances to work overtime until permission has been granted by the council.

26,543. Nevertheless would you say that the individual joiner would be found quite willing to work a moderate amount of overtime?—I go so far as to say that amongst the men there is not one exception to what I state here that no workman objects to working a moderate amount of overtime.

26,544. Then how would you account for their permitting their executive to restrain it so distinctly?—That I can scarcely explain. I do not understand it unless it is, as they put forward themselves, so that a greater number may be employed.

26,545. It may mean this, that each individual man would, if he consulted his own personal interest, like to work overtime, but that he is content to forego some of his personal advantage or freedom for the good of the whole number, is that so?—I do not even go so far as to say that he is content under the rule, but he has to submit to it.

26,546. Yet he has made it, of course?—You find these rules made, and, as you will find, many

Mr. *Dale*—continued.

of our better class of workmen say these rules are made by the majority of their members, and as the majority are generally of less worth than the better men, the better men are governed by the poorer class of workmen.

26,547. Then the Clyde employers have a local association, have they not?—Yes; the Clyde employers have one.

26,548. And so far as wages are concerned, the Clyde Employers' Local Association, on behalf of the employers, seeks to regulate wages or deal with questions of wages on the Clyde?—Our Association in Glasgow deals with wages on the Clyde.

26,549. And not the National Federation?—No.

Mr. *Trow.*

26,550. What bearing has the fifth question here in the character note upon the man's character?—"What rate of wages did he receive"?

26,551. Yes?—I think it has a very great bearing on his character.

26,552. Take the inquiry, "Has the applicant "been in your employment; if so, how long, "and how engaged"?—Yes.

26,553. Assume for the nonce he is a carpenter, and he comes to work for you as a carpenter; have not you a carpenter's rate in your yard?—Yes.

26,554. And should not you pay him that rate?—He will be paid that rate.

26,555. Then why ask this question?—Because this note is for joiners, turners, blacksmiths, engineers, cabinet makers, fitters, caulkers, hole-borers, and many of these have got their scale of wages by which they are paid either piece-work rates or by the hour. As to saying what rate of wages did he receive, supposing a man happens to be a turner and you want to put him on a big lathe or a big planing machine, he says he can do the work, but you cannot take his word for it. If you do not know the wages that he has been paid in his last place of employment, I think the general tendency would be to begin him at the lowest rate of wages in the shop and let him work up, whereas if he has been paid 40*s.* or 45*s.* instead of 30*s.* a week, that is proof that he was worth that, and you give the man the work that he is capable of, and you pay him the wages that that work is worth.

26,556. But it was stated here that if the man came from a lower paid district and was a fully competent man, they would refuse to pay him the rate of the district he went into for the purpose of making him work at a lower rate of wage?—It has nothing to do with that; it is just to find out the wages he was paid, and so get the wages that he should be paid where he comes to be employed.

26,557. Then you are not a competent judge of what he is worth when you set him on?—I

Mr. *Trow*—continued.

do not think it is possible from his appearance to say it.

Mr. *Trow*—continued.

26,558. But is it a fact that you use this note to keep a man down?—Not at all.

The witness withdrew.

Mr. WILLIAM THEODORE DOXFORD called and examined.

Mr. *Dale.*

26,559. You are a member of the firm of Messrs. William Doxford and Sons, Limited, Shipbuilders and Engineers, Sunderland?—I am.

26,560. You propose, I think, to lay before us some facts connected with the board of conciliation for the Wear shipbuilding trade?—Yes, that is what I propose to do.

26,561. When were the rules of the board originally signed?—In November 1885.

26,562. By what classes?—By the Wear shipbuilders, shipwrights, joiners, smiths, and drillers.

26,563. The Wear shipbuilders, meaning the employers?—Yes, the employers.

26,564. And did the painters afterwards join?—The painters joined afterwards.

26,565. You produce, I think, a tabular statement showing fluctuations in wages and piece earnings arranged through the medium of the Wear Conciliation Board?—Yes, that is on page 3 of my statement.

26,566. I think the shipwrights in 1886 accepted, through the medium of the Board, a reduction of 1*s.* 6*d.* per week on May 15th, 1886, the joiners on April 16th, 1886, a reduction of 1*s.* 6*d.* per week, the smiths on April 10th a reduction of 2*s.* per week on time-work, piece-work allowed to remain as before, and the drillers in March accepted a reduction of 2½ per cent. on piece-work?—That is right.

26,567. Then in 1888, on August 8th of that year, the shipwrights obtained an advance of 1*s.* 6*d.* per week, and on August the 2nd the joiners obtained an advance of 1*s.* 6*d.* per week, and the smiths on August 2nd obtained an advance of 1*s.* 6*d.* on time and 5 per cent. on piece, and the drillers on August 2nd obtained 1*s.* on time-work and 2½ per cent. on piece-work?—That is so.

26,568. Then in 1889 advances were secured by those four classes—the shipwrights, the joiners, the smiths, and the drillers. On February 13th, the shipwrights obtained an advance of 1*s.* 6*d.* per week, and an advance of 1*s.* 6*d.* per week on the 11th July. Then the joiners received an advance on the 21st of February of 1*s.* 6*d.* per week, and on the 18th July an advance of 1*s.* per week. The smiths on the 20th February obtained an advance of 1*s.* 6*d.* on time-work and 5 per cent. on piece-work, and on the 4th July 1*s.* 6*d.* on time-work and 5 per cent. on piece-work, while the drillers on the 14th March obtained an advance of 1*s.* on time-work and 5 per cent. on piece-work, and on the 4th July they obtained an advance of 1*s.* on time-work and 5 per cent. on piece-work?—Yes.

Mr. *Dale*—continued.

26,569. And in 1890 all these four classes with the addition of the painters, who had then joined the Board, got advances?—Yes.

26,570. And those various changes, one a reduction, in 1886, and four advances, in 1888, 1889, and 1890, respectively, were brought about by the machinery of the board?—Four advances, one in 1888, two in 1889, and one in 1890, were all brought about by the conciliation board.

26,571. Was it the case that, as regards the reduction by the employers from shipwrights, in the spring of 1886, the question could not be settled in the departmental board, but was taken to the ultimate court, Mr. Ellis, the Registrar of the Sunderland County Court, acting as chairman of referees on that occasion?—That is so.

26,572. What was the decision?—The decision given was that the Wear employers were entitled to 1*s.* 6*d.* per week reduction in the case of the shipwrights, time wages, as against 1*s.* conceded on the Tyne, on the ground that the Tyne shipwrights worked one hour longer per week than those on the Wear. All other questions of wages have been settled by the various departmental boards.

26,573. Have you had the opportunity of seeing the evidence given here by Mr. James Laing?—Only a rough note of it in the local papers, not in detail.

26,574. Not sufficiently to enable you to say whether you agree with it?—Practically, what I saw was correct.

26,575. I do not ask you to describe the machinery of the Wear shipbuilding conciliation board, because that was described to us, and indeed we had before us, and read, the rules of the board?—Yes.

26,576. That was not the only decision you have just described, that has been given by Mr. Ellis?—No; the question of the docking of vessels, which went through all the grades of the board, was decided by Mr. Ellis in February 1889, but the men having objected to the award, it has not as yet been carried into operation. It is really hanging over, and the builders have not attempted to enforce the decision.

26,577. Is that a case which suggests rather a failure of your machinery?—That brings out the one weak point, I think, in the conciliation board as it at present stands. That is that there are no means of enforcing its decision, but personally I think that position is better than it would be if we had a compulsory or a legal board, with power to compel compliance with its decisions. I think myself that the working

Mr. *Dale*—continued.

men are being gradually educated up to the point of seeing the advisability of abiding by any decision that may be given by a duly constituted conciliation board, and it is only a question of time, I think, when it will work all right.

26,578. Was this decision of Mr. Ellis, in the case of the docking of vessels, of a character to which the employers, as well as the men, saw some objection?—Oh, no; the general point was simply this: that on the Wear we were working with a greater number of men in the docking of vessels than on the Tyne, and the decision was simply to bring us down more on a par with what was being done on the Tyne, though not quite so low.

26,579. Then what happened when that award was given?—Simply that the men have refused to work to it.

26,580. But what did happen when the award was given?—Practically nothing has happened at all, we have just gone on as we were before.

26,581. Except that this happened, I suppose, that there was some evidence of dissatisfaction on the part of the men affected by the award?—Yes.

26,582. And some evidence of indisposition to conform to it?—The secretary gave us to understand that it would not be worked to. I think Mr. Laing in his evidence referred to that point, and the secretary since that has disappeared, and it is expected now that the men will work in accordance with the decision of Mr. Ellis, since the builders see that the time has come to enforce it. It is only, in one sense, a minor matter dealing simply with the repairing and docking of vessels for that purpose.

26,583. What do you desire to say as to the apportionment of work between shipwrights and joiners?—This question, which is considered to be an exceedingly difficult one to settle, was amicably arranged in all its details after a great number of meetings between the employers and representatives from both classes of men. It was only a small difficulty, so far as the Wear was concerned, through having the conciliation board to fall back upon. The results were compiled in a book, signed by the several parties, dated January 1891.

26,584. Then did your board also bring about an understanding on overtime regulations as affecting shipwrights?—Yes; that was in 1888, and upon that point I wish to mention that I understood Mr. Price, in his evidence this morning, to say that there was no overtime allowed by the shipwrights. This evidence, however, only referred to the Tyne.

26,585. On the Wear there is no rule of the Shipwrights' Association against overtime, is there?—Not against overtime, but simply specifying the extra to be allowed; it varies according to the amount of overtime.

26,586. What has your board been able to do in regard to the painters?—A code of working

Mr. *Dale*—continued.

rules has been arranged, and several less important questions have been touched upon. We have arranged working rules which have worked satisfactorily between the painters and ourselves.

26,587. Then you desire to comment upon Rule No. 2 of your board?—Yes, No. 2, providing that there shall be no stoppage of work pending a settlement of the question under consideration, has been adhered to with good results, no strikes or stoppage of work having taken place since the formation of the board. That statement wants modifying slightly. There has been no strike or stoppage of work owing to any dispute as between the workmen and the employers; but there have been minor stoppages owing to sectional strikes between the men themselves. I mention this just to show the general good working of the conciliation board. Speaking in general, the parties have shown a disposition to arrange questions wherever possible without the intervention of referees, to have mutually waived points to obviate a recourse to the ultimate court. I might further add that one effect I have noticed is that having a conciliation board to fall back upon has made it more easy to arrange with the men at our preliminary meetings. Whenever a question arises we meet and discuss the matter in an amicable spirit, and, as a rule, settle it.

26,588. What you call here the ultimate court is one or other of those enumerated referees whose names are given in your rules?—Yes, certainly.

26,589. Am I right in supposing that you have only had resort on two occasions to what you call the ultimate court?—Only on two occasions.

26,590. And in both cases you referred to Mr. Ellis?—To Mr. Ellis. He being on the spot was chosen. We have four names, you see.

26,591. Yes?—As a member of the Federation I should like to answer, with your permission, a question which you put to Mr. MacIlwaine. That is about the Federation dealing with wages questions. According to the rules of the Federation it does not deal with wages questions, they being more questions to be dealt with by the different local boards, as there is no attempt to make uniform wages over the whole country. The Shipbuilders and Engineers' Federation has to deal more with general questions.

26,592. What questions?—With regard to apprentices and hours, if that cropped up, or more general questions of that sort.

26,593. Am I right in supposing that they do not deal with wages questions, because wages questions are influenced by local considerations such as have been dwelt upon by Mr. MacIlwaine?—Yes, that is the reason. There is another point, I think, which has had some influence in the satisfactory working of the conciliation board, and that is, the rule that the chairman has no casting vote; but we, as a rule, go further than that, and take no decision which is likely to be carried by a bare

The following Statement, printed by direction of the Chairman, is to be taken as evidence, and, for convenience of reference, is numbered as question 26,616.—G. D.

BRITISH IRON TRADE ASSOCIATION.

26,616. MEMORANDUM AS TO MINING AND IRON INDUSTRIES.

INTRODUCTORY.—SCOPE AND WORK OF THE IRON TRADE ASSOCIATION.

1. The British Iron Trade Association was established in the year 1875, for the purpose of promoting the general, as distinguished from the local, interests of the iron and steel trades of the United Kingdom, by the collection and circulation of statistics, attending to Home Parliamentary business, and by other means.

2. The Association numbers altogether 160 members, mostly as firms, in practically all the different districts of the country, and its members will employ in their different works and mines not less than 150,000 hands.

3. The Association has issued at intervals statistics of the iron and steel trades at home and abroad, including an Annual Statistical Report, which gives a summary of the details of the production of iron and steel in their several branches in all the iron-producing countries of the world.

4. The Annual Statistical Report has been used as a medium of circulating information from time to time as to the comparative industry and efficiency of the iron and coal workers of different countries, and, incidentally, statistics have been given as to the rates of wages paid. But the constitution excludes the Association from the consideration of questions affecting the regulation of wages, as such. Questions of this character are invariably local, and they could hardly be dealt with by any such general Association as this.

5. At the same time, the Association has taken steps to furnish information at different times to tribunals appointed to consider industrial conditions, and especially the comparative industrial circumstances of Great Britain and other countries. As an example, a very voluminous statement of this character was submitted on behalf of this Association before the Royal Commission on Trade Depression by Sir Lowthian Bell, while evidence was submitted before the Select Committee on Railway Rates, and before the Board of Trade Commission recently appointed to inquire into the same subject, by the Secretary of the Association.

6. At an early stage in the history of the Association it undertook the consideration and discussion of the question of employing arbitration and conciliation as a means of avoiding disputes between employer and employed, and at one of its general meetings a paper was read on the subject by Sir B. Samuelson, M.P., which led to a considerable discussion.

7. The Association, however, is not in a position to take up this question in an academical manner, and as it is desirable that any evidence which it may offer should be as far as possible of a non-controversial character, it is proposed to submit only such data as would throw light on the circumstances of mining and iron trade labour in our own and other countries, as illustrated by official information published in those countries, supplemented, where that is desirable and requisite, by information obtained from other sources.

8. It is proposed to deal with this matter under the two general heads of (I.) Mining, and (II.) Iron and Steel Works Labour, and to submit information under the different heads of—

A.—WAGES.
B.—HOURS OF LABOUR.
C.—PRODUCTIVENESS OF LABOUR.
D.—PROFITS OF EMPLOYERS.
E.—NATURAL ADVANTAGES.
F.—JUVENILE AND FEMALE LABOUR.
G.—LIABILITY TO ACCIDENTS.

SECTION I.—MINING LABOUR.

9. As regards the comparative amount of wages paid to the men employed in mining and to some extent also in iron works labour in different countries, there is probably no other country that has hitherto been so backward in the matter of statistics as our own. The only general Government returns of wages collected in this country for many years past have been those published in the "Miscellaneous Statistics" of the United Kingdom, now discontinued. These returns show, usually on the authority of the Presidents or Secretaries of Chambers of Commerce, the rates of wages paid in different industrial centres at different periods, but with less fulness and accuracy than could be desired, inasmuch as they give no clue to the deductions made for different purposes, nor to the amount lost in wages by irregularity of employment and otherwise. Without such qualifying data, the mere statement of the daily rates of wages paid affords an imperfect index to actual earnings. As an example of this fact may be cited the statistics recently published by the United States Census Office as to the wages paid to coal-miners in that country. Those statistics show that the gross daily earnings would give to coal-hewers for the census year 1889, a weekly average wage of 48*s*., but from a variety of causes the actual net weekly receipts per employee, instead of being 48*s*., have been reduced to 31*s*. 4*d*., or about 35 per cent. less. Similarly remarkable differences between daily rates of wages and actual average weekly earnings are likely to be found in all industrial countries, although, of course, varying in extent. More recently the Board of Trade has carried out, through the Labour Bureau, a series of inquiries into the wages paid in the textile, mining, and other industries that promises to be more full and valuable than those formerly collected and published in the manner described. The reports based on such inquiries like that recently published for "Mines and Quarries" are likely to be useful, if well up to date, but it is manifest that a report published in the last quarter of 1891 as to the rate of wages paid in 1885 can be of less practical value than it would be if it dealt with approximately current rates, and this diminution of value is made all the more striking by the fact that in the present case the interval has witnessed such great variations in the wages paid that the rates of 1885 may have no application now.

10. The four chief industrial countries of the world, after our own, are accustomed to collect regularly rates of wages in the principal industries. The United States do this very fully, not only through the Census reports, which, of course, only furnish exact information at ten-yearly intervals, but annually through the several Bureaus of labour now established in all the principal States, and in a variety of other ways. The Belgian Government collects and publishes, in the *Journal de Travaux Publics*, and in the *Annuaire Statistique*, returns of the rates of wages paid daily to certain leading classes of labour, and of the total average annual earnings, as obtained by dividing the total number of employees into the average annual earnings. France publishes similar information in several official publications, notably the *Bulletin du Ministère des Travaux Publics* and the *Annuaire*. Germany gets similar infor-

and published by the Prussian Government, relate to the last quarter of 1890:—

TABLE D.—*Statistics of Miners in Germany, showing actual Number of Shifts and Wages per Shift, with Annual Average Wages, assuming the same Shifts and Wages over the rest of the year.*

—	No. of Miners.	No. of Shifts per Quarter.	Average Wages per Shift.	No. of Shifts per Quarter, per Miner.	Total Wages per Miner per Annum.*
			s. d.		*£ s. d.*
Colliery Labour—					
Dortmund -	128,202	9,844,892	3 5½	76·7	52 11 6
Silesia, Upper -	50,572	3,550,591	2 5	70	33 16 8
Do. Lower -	16,035	1,204,908	2 5½	75	46 8 8
Saarbrucken -	28,120	2,067,061	3 11	73·5	57 11 4
Aix-la-Chapelle -	7,602	584,844	3 0½	76·9	47 0 10
Prussian Saxony (brown coal) -	22,571	1,663,104	2 6½	73·6	36 16 0
Total for coal	253,102	18,915,490	—	74·7	—
Metal Mines—					
Harz - -	3,250	247,199	2 0½	76	31 7 0
Siegen - -	23,632	1,649,957	2 4½	69·8	32 11 6
Right of Rhine -	6,037	430,140	2 3	71	31 19 0
Left of Rhine -	4,739	333,425	2 2½	70	31 4 0
Copper shale -	14,171	1,018,987	3 0½	71·9	43 2 8
Salt - -	3,565	266,488	3 4½	74·7	50 8 5

18. FRANCE.—The average wages paid to coal miners and iron ore miners in France have considerably improved within recent years. The ascertained average for 1889 for hewers was 5·04 francs per day (4*s.* 0½*d.*), which compares not unfavourably with the rates paid in Belgium and Germany, and is equal to the rate paid in some parts of Great Britain within recent years. So also with the duration of labour, which was 8 hours 13 minutes at the face on an average, and 9 hours 45 minutes from bank to bank, the difference having been taken up with meals and the descent and ascent.

19. Above-ground labour is not nearly so well remunerated as under-ground, the average earnings of adult labour at the surface having been 3·21 francs (say 2*s.* 6¾*d.*) per day in 1890. Nor are the employees in the iron ore mines of France, although they work for a longer period, so highly remunerated as those in coal mines, the average for men at the face having been 4·25 francs (3*s.* 4¾*d.*) per shift, averaging over the year 1890, 8 hours 55 minutes at the face, and 3·31 francs (say 2*s.* 9¾*d.*) for surface adult labour.

20. The averages for each class of labour in coal mines and iron ore mines are appended:—

TABLE E.—*Average Daily Earnings of the Miners in the Coal Mines of France in* 1889.

Under-ground—		
Hewers - -	5·04 francs.	
Boys, under-ground -	1·91 „	
Other workmen -	3·58 „	to 4·41 francs.
Above-ground—		
Men - - -	3·21 „	
Women - -	1·61 „	
Children - -	1·44 „	

Average annual earnings of all classes, 1,244 francs= 49*l.*

TABLE F.—*Average Daily Earnings in the Iron Mines of France in* 1889.

Hewers (piqueurs) -	4·25 francs.	
Boys (under-ground) -	2·10 „	
Other workers, under-ground - -	2·82 „	to 3·77 francs.
Men above-ground -	3·31 „	
Women „ -	1·50 „	
Boys „ -	1·53 „	

Average annual earnings of all classes, 1,059 francs= 42*l.*

* This figure is calculated by multiplying the quarter's return by four.

21. The number of workmen of all kinds employed in the coal mines of the principal French mining districts in 1889, with the total amount of their earnings, and the average earnings per miner, were as under:—

TABLE G.

—	Numbers Employed.	Total Earnings.	Average per Employee.	Equivalent in Sterling.
		Francs.	Francs.	£ *s. d.*
Nord and Pas-de-Calais -	51,210	58,990,600	1,151	46 0 9
Loire (St. Etienne) - -	14,656	17,389,000	1,186	47 8 3
Gard (Alais) - - -	11,609	14,042,000	1,209	48 7 1
Creuzot and Blanzy -	6,862	8,295,000	1,208	48 6 4
Aubin - - - -	4,324	4,633,000	1,071	42 16 9
Commentry - - -	3,679	3,620,000	983	39 6 4

22. BELGIUM.—Belgium produced within five millions of the total quantity of coal produced in France in 1890, the total production for that year having been 20,365,000 tons, and the average annual wages having been 1,117 francs, or 45*l.* In the annual Government returns the wages of coal hewers are not separately distinguished from those of other employees.

23. In some of the coal mines of Belgium the average wages of coal miners have more than doubled between 1854 and 1886. The following returns were submitted to the Royal Commission on Labour of 1886 by the Strepy-Bracquegnies Company:—

TABLE H.

Description.	Average Rate of Wages per Day in				
	1855.	1860.	1870.	1880.	1886
	s. d.	*s. d.*	*s. d.*	*s. d.*	*s. d.*
Overseers - - - -	2 0	2 3	2 8	3 6½	3 6½
Fanmen - - - -	1 0	1 0½	1 9	1 7½	1 3½
Timber-men - - -	1 1½	1 1	3 3½	3 2½	2 8
Platelayers - - - -	—	1 3	2 10½	2 5½	2 5
Hewers - - - -	1 2	1 3½	4 1½	3 10½	3 1
Fillers - - - -	0 11	0 11	—	2 3	2 3
Screeners - - - -	1 0	1 3½	2 0½	1 10	1 6½
Waggon-men - - -	1 0½	1 8	1 11	2 10½	2 8
Repairers - - - -	1 2½	1 3½	2 2	2 1½	1 11
Other workers - - -	1 7½	1 0½	2 9	2 7½	—
Average below-ground - -	1 0	1 3	2 7½	2 0½	1 8
Average above-ground - -	0 11½	0 11½	1 2½	1 11½	1 [illegible]
General average - - -	0 11½	1 3	2 6½	2 5½	1 [illegible]

24. This table shows that in Belgium there was a material increase of wages between 1860 and 1870, and that since the latter year the tendency on the whole has been in the direction of a decline, although the average wages have remained more than 100 per cent. better than they were in 1855.

B.—HOURS OF LABOUR IN MINES.

25. Recent official returns enable a comparison to be made not only of the hours of labour, as between different mining districts in the United Kingdom, but also as between different countries engaged in this branch of industry. Manifestly in considering the wages paid, the hours of labour must be taken into account, and the economic circumstances of the workers generally, before the actual comparative conditions can be ascertained.

26. GREAT BRITAIN.—There appear to be only two principal coal-mining districts in the United Kingdom where the hewers at present work more than eight hours per day, namely, Nottinghamshire and Monmouthshire, and even in these districts the hours are about eight at the face, as will be seen from the following statements, collated from Mr. Provand's return:—

UNDER-GROUND LABOUR.

I.—*Statement showing the Average Number of rs per Day from Bank to Bank, and at the Face, he Principal Coal-Mining Centres of the United dom in* 1890 (*Hewers only*).

District.	Hours from Bank to Bank.	Hours at the Face.	Days per Week at Face.	Hours per Week at Face.
nd (Lanark) - -	9·28	7·88	5·5	43·34
and (Ayrshire) - -	9·26	7·55	5·2	39·26
erland - - -	7·08	6·07	5·26	31·92
- - - -	7·21	5·87	5·60	32·87
- - - -	8·8	7·5	5·0	37·50
East Lancashire - -	9·25	8·0	5·17	41·36
ashire - - -	9·32	7·86	4·83	37·96
- - - -	9·28	7·88	5·11	40·26
- - - -	9·6	8·23	4·93	40·57
fordshire - - -	8·95	7·63	5·22	39·82
ordshire - - -	7·82	7·32	5·23	38·28
shire - - -	9·22	8·01	5·61	44·93
shire - - -	9·13	7·66	5·7	43·66

SURFACE LABOUR.

K.—*Statement showing Number of Hours worked Day and per Week in Different Districts in* 1890.

District.	Hours per Day exclusive of Meal-Times.	Average Days per Week.	Total Hours per Week.
nd (Lanark) - -	9·05	6·0	54·30
and (Ayrshire) -	8·75	5·95	52·06
erland - - -	9·34	5·60	52·30
- - - -	9·43	5·84	55·07
- - - -	9·00	5·2	45·18
East Lancashire -	9·25	5·5	50·87
ashire - - -	9·41	5·34	50·24
- - - -	8·70	5·25	45·67
- - - -	8·57	5·05	43·27
fordshire - -	8·57	5·86	50·22
ordshire - -	8·75	5·23	45·76
shire - - -	9·34	5·83	54·45
shire - - -	9·03	5·7	51·47

e two foregoing tables show (1) that the hours of ound labour and the average number of days re considerably less than those of surface labour, hat in general the average week's work is less hours for under-ground labour, and not much limit for above-ground labour.

e hours of labour in mines have been greatly within recent years, not in Great Britain alone, ughout mining countries generally. Some de- of labour, however, have had their hours reduced ore than others. In the Northumberland coal- example, the average hours of miners between 1890 appear to have been reduced from 60 to 38, h the same movement has taken place in the Durham district. In Derbyshire the hours of enerally have been reduced, within the same by 14½ hours per week, in the Wigan district by ours, in South Staffordshire by 12 hours, in the district by 20 hours, in the Normanton district urs, and so with other districts. The following the hours of work in mines in 1850, and the of hours between that year and 1890, is abstracted Parliamentary return ordered on Mr. Broadhurst's 75 of 1890).

TABLE L.—*Hours of Work per Week in Coal-Mines in* 1850 *and the Reduction of Hours in* 1890 *on that Year.*

District.	1850.	Decrease on 1850 in 1890.
	Hours.	Hours.
Northumberland—		
Hewers (Newcastle) - -	66*	22
Shifters - - - - -	48*	1
Boys - - - - - -	72*	6 to 12
Durham—		
Deputy overmen - - - -	48†	None
Mechanics - - - - -	66½†	13½
Labourers - - - - -	54†	No change
Lancashire—		
Miners generally (Wigan) - -	72†	14½
Under-ground men (Bolton) - -	54*	4
Miners (Burnley) - - - -	56*	20
Other workmen - - - -	64*	8
Hewers (Clifton) - - - -	50*	6
Surfacemen (Clifton) - - -	61*	6
Miners generally (Wigan) - -	60 to 66*	6 to 12
Derbyshire—		
Miners generally - - - -	66*	14½
Staffordshire—		
Miners generally (Burslem) - -	59	11
Yorkshire—		
Miners generally (Barnsley) - -	60*	18
„ „ (Normanton) - -	60 to 66	18
South Wales—		
Miners generally (Aberdare) - -	58 to 72	4 to 18
Scotland—		
Miners generally (Fife) - - -	60†	16

29. Mr. Broadhurst's return gives the hours of labour worked in 1850, 1860, 1870, 1880, and 1890, for a large number of leading industries, taken sometimes from employers and sometimes from trade-union sources. Explanatory and qualifying marginal remarks are introduced, which throw needed light on the figures, in a certain number of cases, but even so they are often ambiguous and doubtful. It would be well if in giving miners' wages, the average number of hours at the face were in all cases taken as the standard; but in some cases the hours evidently comprise the time from bank to bank, which adds from one to two hours per day to the stated time of labour. In other cases, again, the hours of labour vary as between summer and winter, the shorter hours generally prevailing in the former season. Meal-times introduce another disturbing element, which is not always made sufficiently clear, and when the hours of "colliers" are spoken of, it is not evident whether this generic term is intended to apply to hewers alone, whether it is meant to include other labour underground, or whether it does not cover all labour at and about a colliery. All these points, which cannot be adequately cleared up from the return, must be considered in handling the figures.

30. It appears to be difficult to secure really trustworthy comparisons of the hours of labour worked in mines in different districts, and the difficulty is increased when any attempt is made to compare the hours worked at one period with the hours worked at another. However carefully questions may be framed with a view to avoid all possible sources of error, it will almost inevitably happen that those who furnish the answers will, without any conscious intention to mislead, and even with every desire to state the facts in the most accurate way, supply figures that do not mean quite the same thing when brought to the test of critical examination. Thus, for example, in filling up the returns of the hours of labour already cited, many districts give the hours for "miners generally," and it is impossible to say, on the face of the figures, whether the hours of hewers, labourers, and other employees, are averaged, or whether it is meant to convey the idea that all employees alike work the same number of hours, or whether the "miners generally" include only underground labour, or

* Employers' return. † Trade Union return.

whether the hours of hewers are taken as at the face or from bank to bank; and if these qualifying conditions were uniform and understood as for one period, it is not always possible to say if the same conditions are taken for another.

31. There are very considerable differences to record, in other countries besides our own, as between one district and another, so that it is practically impossible to give an average that would be fairly representative of the country as a whole. But there appears to be every reason to believe that the average hours of miners are as short in Great Britain as in any other country, and shorter than in most others. If the average is taken in this country at 9 hours per day from bank to bank it will not be far wide of the mark. In the United States it varies from 9½ to 10 hours per day, and in France, Germany, and Belgium it is 9½ to 11 hours per day, except in Dortmund and Saarbruck, where the average is shorter.

32. GERMANY.—A recent statistical statement, compiled and published by the Prussian Government, shows that in 1890 the hours of mining labour in the different mining districts varied as under:—

TABLE M.—*Statement showing the Average Duration of the Day's Labour or "Shift" for Miners in Germany.*

Localities.	Hours per Day.
Upper Silesia	12 for 51 per cent. of workers. 10 „ 38 „ „ 8 „ 11 „ „
Lower Silesia	10 „ 88 „ „ 8 „ 11 „ „
Dortmund	8 „ practically the whole.
Saarbruck	8 „ „ „
Aix-le-Chapelle	9·6 „ average.
Brown coal mines	11·3 „ „
Hartz metal mines	10·3 „ „
Rhine metal mines	8·6 to 9·2.
Salt mines	8·4 for average.

33. BELGIUM.—Belgium compares unfavourably with the record for Germany. A recent official census showed that the hours of labour in Belgian coal mines were:—

For 1,650, less than 9 hours.
„ 62,507, 9 to 11 hours.
„ 30,477, 11 to 12 hours.
„ 115, over 12 hours.

while as regards labour in metallurgic establishments the record was:—

For 508, less than 9 hours.
„ 3,976, 9 to 11 hours.
„ 10,136, 11 to 12 hours.

so that probably it would be fair to place the average day's labour in Belgium at 10½ to 11 hours.

34. FRANCE.—The following data as to the miners in the coal-fields of France are abstracted from the latest official report on the subject:*—

TABLE N.

———	Hours.	Minutes.
Under-ground workers—		
Average hours per day under-ground for coal-miners	9	45
Average hours per day's work at the face (*travail effectif*)	8	13
Above-ground workers—		
Average hours per day on the ground	10	46
Average hours per day's actual work (*travail effectif*)	9	39
Average number of days worked in 1889	Days. 290	

35. In the iron mines of France there were employed in 1889, 3,440 hands under ground and 872 above ground. They worked on an average 268 days during the year, their average hours being as under:—

———	Hours.	Minutes.
Under-ground—		
In the mine	9	51
At the face	8	53
Above-ground—		
About surface	10	56
Effective labour	10	6

35A. UNITED STATES.—A recent report of the Bureau of Labour Statistic in Illinois gave the average hours of coal miners as nine in winter, and nine and a half in summer, the average being 9·25.

C.—PRODUCTIVENESS OF LABOUR.

36. It is difficult to show by figures the effect that the reduction of the hours of labour in the coal and iron ore mines of different countries has had upon the quantity produced per worker. The principal reduction of the hours of labour took place between 1850 and 1870, and it was not until 1872 that the Coal Mines Act made returns of the number of hands employed, &c. compulsory, so that the voluntary returns made before that period are not to be entirely relied upon. Besides all this, it is not to be supposed that the increased productiveness of the men employed in particular districts is due entirely to their own manual exertions. Much assistance has been rendered by the use of improved hauling and winding arrangements, and other facilities that will at once occur to the initiated.

37. GREAT BRITAIN.—Analysing, and taking for what the early figures are worth, the returns of the Inspectors of Mines, it appears that the average annual quantities of coal got per male person employed in the coal mines of Great Britain for each of the years 1861, 1871, 1881, and 1890 were as shown below, the details of each district being given in Appendix A.:—

Years.	
1861	305 tons per annum.
1871	316 „ „
1881	314 „ „
1890	299 „ „

38. As between the maximum in 1871 and the minimum in 1890 of these averages, there was a difference of 17 tons, or about 5 per cent., which may have been due to longer hours of work in 1871, or to a larger number of labour disputes in 1890, or to these and other influences combined. So many disturbing effects are liable to come into play in selecting single years for comparison, that it is much safer to select longer periods—say of ten years, over which these disturbing influences are likely to find an equilibrium as between one period and another. Hence Tables 1, 2, 3, 4, and 5 in the Appendix have been prepared, showing the quantities of coal produced in each year between 1861 and 1890—excluding only 1862–63, which will not materially affect the average of the earlier period—in the five principal districts of Northumberland and Durham, South Wales, Yorkshire, Scotland, and North and East Lancashire. The averages are shown in the following summary:—

TABLE O.—*Average Tons of Coal Raised per Male Worker per Annum.*

District.	Period 1861-69.	Period 1870-79.	Period 1880-90.
	Tons.	Tons.	Tons.
Northumberland and Durham	403	312	332
South Wales	367	277	290
Yorkshire	274	286	330
Scotland	299	276	307
North and East Lancashire	262	274	318

39. As these five districts or groups represent about 70 per cent. of the total output of coal in the country in 1890, they may be regarded as fairly typical of the country generally. It is apparent that for all districts there has

* *Bulletin du Ministère des Travaux Publics*, June 1891, p. 602.

For coal the corresponding figures were:—

Total production - -	24,273,000 tons.
Net profits - - - -	38,124,000 francs.
Net losses - - - -	4,165,000 ,,
Total profit - -	33,959,000 ,,

the net profit per ton over the whole being rather above 1*s.*, but this was for a year which was exceptionally prosperous. In many previous years the profit was not so large.

50. BELGIUM.—The official statistics of Belgium, which raises about 20 millions of tons of coal a year, show the following returns of prices, profits, and cost of production at different dates over the last 30 years:—

TABLE R.—*Statement showing the Average Estimated Value of Coal at the Mine in Different Years, the Average cost of Production, and the Average Net Profit per Ton.*

Year.	Average Value per Ton.	Average Cost of Production per Ton.	Average Profit per Ton.
	Francs.	Francs.	Francs.
1861 - - -	10·94	9·97	0·97
1865 - - -	10·46	9·29	·17
1870 - - -	10·86	9·95	0·91
1875 - - -	15·31	14·45	0·86
1880 - - -	10·06	9·83	0·23
1885 - - -	8·87	8·47	0·40
1889 - - -	9·45	8·35	1·10

51. In some years, however, the results show an absolute loss over the whole instead of a profit. In 1878, for instance, when the average selling price was returned as 9·92 francs, there was apparently a loss of a penny per ton (10 centimes) on every ton of coal produced, the total loss over the whole being over 60,000*l.*, and in 1881 again there was an average loss of 9 centimes per ton, or fully 56,000*l.* over the whole.

52. GERMANY.—In Germany, according to a statement which was compiled in 1889 by Dr. Natorp, the secretary of the Westphalian coal trade,* the average rate of dividend paid on a total capital of 7¾ millions sterling, embarked in 23 of the principal collieries of that district—the most productive on the continent of Europe—was only 2·62 per cent. Several collieries paid no dividend at all over the whole period, and the best result obtained during the 10 years in the group generally was a dividend of 15 per cent. in the Magdeburg colliery. This condition of affairs notwithstanding, the German coal industry has enormously increased of late years, and the average realised price of German coal during the last two years has been less than in England; but the exports are not increasing, having amounted to a total of 7,223,000 in 1885, as compared with 5,333,000 tons in 1890.

53. UNITED STATES.—In the United States the principal coal-fields are those of Philadelphia, Illinois, Ohio, and Iowa, which unitedly produced in 1889 over 62 millions of tons out of the total of 96 millions of tons of bituminous coal yielded in that year. The returns of cost, selling price, profit, and per-centage of profits on invested capital in these States are summarised from the recent Census reports in the following short table, in dollars and cents:—

TABLE S.

State.	Average Cost of Production per Ton.	Average Realised Price per Ton.	Average Profit per Ton.	Per Cent. of Profit on Capital Invested.
	Dol.	Dol.	Dol.	Per Cent.
Pennsylvania -	0·71	0·77	0·06	4·0
Illinois - -	0·85	0·97	0·12	7·6
Ohio - - -	0·82	0·94	0·12	8·5
Iowa - - -	1·15	1·33	0·18	11·7

* *Der Ausstand der Bergarbeiter im Niederrheinisch-Westfalischen Industriebezirk*, pp. 68, 69.

54. In general the per-centage of profit on invested capital was not adequate to compensate the risks attending mining, nor even sufficient to represent a fair rate of interest on a safer and more secure investment. In West Virginia, Maryland, Michigan, and Colorado, as well as in Pennsylvania, the average return shown was under 5 per cent. on capital. This is excluding due provision in respect of the redemption of capital.

55. It has been much the same with the mining of iron ore. In only two States—Minnesota and Texas—did the average rate of interest paid in 1889 on mining ores of iron exceed 10 per cent., according to Census figures, and the average interest paid over the whole of the production of 14½ millions of tons in 1889 appears to have been not more than 5½ per cent. It is perfectly true that in isolated cases large profits have been, and are being, realised, but the average rates alone should determine the question of whether too great a share of the joint result of labour and capital goes to either interest, and there is good reason to conclude that labour is now, and has been for a number of years past, earning a steadily increasing share of the divisible fund created by their united efforts.

56. It appears, in short, that in no country that produces iron and coal on a large scale do the profits over the whole reach an abnormally high figure, so far as the results are capable of ascertainment. In this country, as already stated, there is sufficient evidence to show that mineral profits, taking one year with another, are very low, and do not admit of any appreciable margin, on an average of years, for the raising of wages, or the reduction of hours of labour, without a substantial increase of selling price, which would be likely to be detrimental in other directions.

E.—NATURAL ADVANTAGES.

57. It is usual to hear it argued that England has superior advantages to any other country, and can better offord to pay a higher rate of wages. This is certainly not true as far as coal is concerned, as has been already shown. As regards iron ore, there can be no doubt that its average cost in this country is low, but it is not so low as in Luxembourg and Lorraine, where it averages about 2*s.* per ton at the mines, these being, after Bilbao, the chief Continental ore fields; and if the United States pay a higher average price per ton, they appear to get, to a large extent, the advantage of that higher price, as the following computation will show:—

TABLE T.—*Statement showing how the United Kingdom and the United States compare in the Value of their Iron Ores.*

——	United Kingdom.	United States.
Total quantity raised in 1889 -	14,546,000 tons.	14,518,000 tons.
Average per-centage of iron in ores	36	51·3
Total official value - - -	£3,848,000	$33,352,000
Total number of units in ore -	519,773,000	744,773,000
Average value per unit - -	3·5 cents	4·5 cents
Per-centage higher value per unit in U.S.	—	29
Average official value per ton -	5*s.* 3*d.*	9*s.* 7*d.*
Per-centage higher value per ton in United States.	—	83

58. The excess of price realised for iron ores in the United States over the United Kingdom becomes reduced from 83 to 29 per cent. by the process of reduction to units, which is the true test, and this means, of course, that the former country is not so far behind our own as may be supposed in natural resources for the production of iron and steel.

59. It has appeared that Continental countries do not generally show as good a record of productiveness *per capita* employed in either mining or metallurgical work as our own. The United States stands at the head of the list for *per capita* output in coal and pig iron, although not in iron ore, and England comes next in the two former and first in the latter. But while Continental countries are behind in this respect, they are advancing rapidly.

TABLE X.

—	Fatal Accidents per 100,000 Workmen.	Authority.
Saxony	339	Villemain.
Prussia	273	Official statistics, average of 21 years.
Belgium	232	Official statistics, 1878 to 1887.
Austria	233	Official statistics, average 1884 to 1888.
Great Britain	189	Average of years 1881 to 1888.
France	156	Average of years 1879 to 1888.

73. The number of fatal accidents in the principal European mining countries at different periods is shown in the next table, per 100,000 miners employed:—

TABLE Y.

Period.	England.	Prussia.	France.	Belgium.
1861-70	334	233	301	269
1871-80	239	289	227	245
1881-87	192	308	157	219

74. The legislation, in which England led the way, devised with a view to secure greater safety for the workers in mines, has now been practically adopted by other European countries, and employers appear to be eager to do what in them lies to still further minimise, if possible, the inevitable risks of the miner's employment.

SECTION II.—IRON AND STEEL WORKS LABOUR.

OUTPUT AND EXPORTS.

1. In order to place clearly before the Commission the comparative importance of the principal iron-producing countries of the world, it may be well to state, that of a total of 24,404,000 tons of pig-iron produced by the five leading nations in 1890, and 10,273,000 tons in 1870—

	In 1890. Per Cent.	As compared with 1870. Per Cent.
Great Britain produced	32	58
The United States „	37	16
Germany produced	19	11
France „	8	9
Belgium „	3	5½

2. In the same countries there were produced in the same years 7,526,000 and 5,785,000 tons of malleable or finished iron, of which—

	In 1890. Per Cent.	As compared with 1870. Per Cent.
Great Britain produced	26	43
The United States „	37	22
Germany produced	20	15
France „	10	11
Belgium „	7	9

3. Of Bessemer steel alone the total production in the same countries in the same years amounted to 8,372,000 tons, and 473,000 tons of which—

	In 1890. Per Cent.	As compared with 1870. Per Cent.
Great Britain produced	23	45
The United States „	50	9
Germany* produced	18	27
France „	5½	18
Belgium „	3	1

* German figures include open hearth-steel, probably one-tenth of the whole.

4. These figures show that Great Britain does not occupy the dominating position, as the centre of the world's iron trade, that she did twenty years ago. In the interval, other nations, and especially the United States and Germany, have come more prominently to the front. Germany not only manufactures for her own requirements, but competes with Great Britain very keenly in other markets; and so with Belgium. The United States, however, are not as yet, to any extent, an iron-exporting country, and in considering Britain's competitive position in neutral markets, it is perhaps hardly required that we should travel beyond Germany and Belgium, which are at present our only serious competitors.

5. The united exports of all kinds of iron and steel from Great Britain, Germany, and Belgium in 1890 amounted to 5,512,000 tons, of which—

	Per Cent.
Great Britain contributed	73
Germany „	17
Belgium „	10

6. Great Britain continues, therefore, to hold the controlling position among the principal iron-exporting nations. It is, however, to be observed, that the iron exports of this country are much more largely composed of raw or pig iron than those of the other countries named. Taking finished iron and steel alone, and disregarding both pig-iron and tin plates—the latter because it has hitherto been a manufacture in reference to which we have had little or no outside competition—the total exports in 1890 were 3,817,000 tons, of which—

	Per Cent.
Great Britain contributed	64
Germany „	22
Belgium „	14

7. In regard to finished iron and steel, therefore, it would appear that Britain has to encounter much more keen and successful competition than is met with in pig iron alone, and this fact is one that should not be lost sight of in considering the labour question as it affects iron and steel workers.

A. WAGES.

8. Sir Lowthian Bell* has furnished a valuable comparative statement of the wages paid to blast-furnacemen (head-keepers) in Continental countries and in England (Cleveland district) in the year 1878, of which the following summary is presented:—

Great Britain (Cleveland)	8*s.* 1¾*d.* per day.
Westphalia	3*s.* to 4*s.* „
Luxembourg	4*s.* „
Belgium	3*s.* 2*d.* to 3*s.* 5¾*d.* per day.
France (Eastern district)	3*s.* 6*d.* to 3*s.* 11¾*d.* „

* Principles of the Manufacture of Iron and Steel, p. 22.

21. The wages paid in puddling forges are stated by Sir Lowthian Bell to be often fully 50 per cent. higher in England than in works visited by him in "Western "Germany and the East of France; and the effect of this "is that the expense of making puddled bar, irrespective "of the price of pig-iron, is some shillings more in Eng-"land" than in Continental countries. In 1878 puddled "bar rollers and shinglers compared thus:—

—	Rollers.	Shinglers.
England (Durham) - -	13*s.* to 15*s.*	10*s.* to 18*s.*
Germany - - -	5*s.* 3*d.*	5*s.* 3*d.*

22. UNITED STATES.—It is, perhaps, not quite fair to either country to compare English wages with those paid in the United States, where the conditions generally are so different, especially in reference to the cost of living and the intensity of the labour performed. Generally, as might be expected, wages take a considerably higher range in American works, so much so, in some cases, that their amount is almost incredibly high. But in such instances it must not be forgotten that there is usually some special feature characteristic of the work to be done, or the worker, and it is not unusual in both the United States and Great Britain for the highly paid workman to pay for a certain amount of less skilled assistance out of his high wages. This being understood, it will more or less qualify the following official statement of the average wages paid in American rolling mills (Pittsburgh district) in 1890, as given by employers:—

—	Per Day.	Equivalent in Sterling.
Plate Mills—	Dols.	£ *s.* *d.*
Roller - - - - -	24·88	5 3 8
First rougher - - - -	8·83	1 17 0
Second rougher - - -	6·21	1 5 10
First catcher - - - -	7·03	1 9 3
Second catcher - - -	5·51	1 2 11
Bar Mill—		
Roller - - - - -	7·59	1 11 7
Rougher - - - -	4·22	0 17 7
First catcher - - - -	5·27	1 1 11
Second catcher - - -	3·51	0 14 9
Guide Mill—		
Roller - - - - -	10·88	2 5 4
Rougher - - - -	4·04	0 16 10
Catcher - - - - -	4·04	0 16 10
Nail Mill—		
Roller - - - - -	7·73	1 12 2
Rougher - - - -	3·78	0 15 9
First catcher - - - -	4·73	0 19 8
Second catcher - - -	3·15	0 13 1

23. A series of reports has recently been issued from the office of the United States Labour Commission, which show the total cost of the production of pig-iron, muck bar, and steel rails, and the proportions thereof due to labour. These reports are founded on returns that have been made by manufacturers for the purpose. They show, as regards pig-iron, that the average cost of labour per ton varies from $1·166 to $3·589, and of steel rails from $1·3 to $1·54. The cost of labour is stated to be generally double that of Great Britain, although, as is well known, the American blast-furnaces and rolling mills are distinguished for their enormous capacity of output, which, for a given plant, will probably be 100 per cent. more than in Britain.

24. In one of the most favourably situated localities in the United States, in the south, it is shown that the proportionate cost of labour, including that employed in getting the raw materials, &c., in the production of a ton of pig-iron is not less than 78 per cent., or exactly $7·59 out of a total cost per ton of $9·634, the several items being given in the table that follows:—

*Cost of the production of Pig-Iron showing the several Items of Cost per Ton.**

—	Dols.	Per Cent. of total Cost per Ton of Pig.
Labour - - - - -	7·598	78
Officials and clerks - - -	0·269	2·78
Supplies and repairs - - -	1·121	11·6
Taxes - - - - -	0·052	·5
Transport to works - -	0·360	3·7
Timber - - - - -	0·008	·08
Cinder, scrap, &c. - - -	0·226	2·34
Total - - -	9·634	100·00

25. In the production of muck bar, as such, the cost of labour—not including that expended on the materials before being brought to the forge—is given as $7·242, out of a total cost of $26·843, being 26·97 per cent. of the whole. The items from the same report are appended:—

Summary of Total Cost of Producing Muck Bar in 26 Establishments in the United States.

—	Items of Cost per Ton of 2,240 lbs.	Per Cent. of total Cost per Ton.
	Dols.	
Materials - - - - -	16·541	61·62
Labour - - - - -	7·242	26·97
Officials and clerks - - -	0·352	1·31
Fuel - - - - -	1·840	6·85
Supplies and repairs - - -	0·813	3·02
Taxes - - - - -	0·055	·02
Total per ton - -	26·843	100·00

25A. STEEL WORKS.—Sir Lowthian Bell has given the following statement of the wages paid to English and German Bessemer steel-workers in 1880, from which he estimates that there is a difference of 50 per cent. against the British manufacturer:—

—	Great Britain.	Germany.
	s. *d.* *s.* *d.*	*s.* *d.* *s.* *d.*
Converter men - - -	5 10 to —	2 9 to 3 7½
Ladle men - - -	4 1 to 4 8	2 11 to 3 2½
Rollers - - - -	9 0 to 10 10	5 8 to 8 7

25B. Dealing with other works, Sir Lowthian gives the average daily wages of the staff at the converters as 6*s.* 2½*d.* for English, and 2*s.* 8*d.* for German establishments, while at the rail-mill the averages were 5*s.* 3¾*d.* for England and 3*s.* 3*d.* for Germany. The highest paid men at the Bessemer converters in Wales earned 30*s.* to 42*s.* per week, while in Germany they did not much exceed one half of this figure, the highest averaging about 20*s.*, and others 18*s.* Germany, with these lower rates of wages, is competing with considerable success in neutral markets, and exported in 1890, 165,000 tons of steel rails and railway material.

Report of C. D. Wright, United States Labour Commissioner.

which country is also particularly well adapted for such a comparison, inasmuch as there is not so great a difference in the character of the products, as between one period, or one locality, and another, as in Great Britain, where hardly any two districts produce exactly the same description of iron, and where different districts have greatly varied the character of their products at different periods. The Belgian official returns show that the total quantity of finished iron produce increased from 62,000 to 577,000 between 1845 and 1889, and that the average production of finished iron per employee over the same period increased from 18 to 33 tons, or about 83 per cent.

34. It is important to compare the conditions that obtain in Belgium as compared with Great Britain, inasmuch as Belgium is not only geographically one of our nearest neighbours, but competes with England in neutral markets to a larger extent than any other country. Of finished iron and steel, as such, Belgium exported in 1889 as much as 625,000 tons, as compared with 2,282,000 tons exported from Great Britain in 1890, and nearly 100,000 tons of Belgian iron is now annually imported into our own country. It is probable that much of the success of Belgium, which has not such good natural resources as England, has been due to the lower rate of wages paid, as already described. Sir L. Bell has shown ("Principles," p. 527) that when 12*s.* 6*d.* per ton was being paid for puddling iron in Cleveland, Belgium was paying 6*s.* 1½*d.*, or less than one half the North of England rate, and that when more normal conditions prevailed, the rate was 8*s.* in Cleveland and 4*s.* 9*d.* in Belgium—the ton being 2,240 lbs. in each case.

35. Upon the other questions submitted by the Commission, this Association does not feel that it can suitably offer a detailed reply, inasmuch as they are likely to be dealt with in the local evidence submitted by the several districts It may, however, be permitted to add that the iron and steel industries are subject more than most industries to the vicissitudes of good and bad times, and that on an average of years the profits made are by no means excessive. The general rule is for wages to move upwards and downwards in relation to the realised selling price of iron or steel, and no doubt the Commission will learn from other sources that automatic sliding-scales have had a beneficial influence in limiting the number and the area of trade disputes.

J. S. JEANS, *Secretary*

APPENDIX.

APPENDIX A.—*Statement showing the Quantities of Coal Produced, the Number of Male Employees, and the Average Tonnage raised per Male Employee for each of the Years* 1861, 1871, 1881, *and* 1890, *compiled from the Reports of H.M. Inspectors of Mines, except where otherwise stated.*

District.	1861.*			1871.			1881.†			1890.†		
	Tons Raised (1=1000).	Male Persons Employed.	Tons Raised per Employee.	Tons Raised (1=1000).	Male Persons Employed.	Tons Raised per Employee.	Tons Raised (1=1000).	Male Persons Employed.	Tons Raised per Employee.	Tons Raised (1=1000).	Male Persons Employed.	Tons Raised per Employee.
1. Northumberland, North Durham, and Cumberland	20,400	53,524	381	12,530	36,000	348	15,831	47,023	336	19,253	61,135	314
2. South Durham				17,946	43,000	417	21,540	62,944	342	22,203	62,593	354
3. N. and E. Lancashire	14,189	47,827	294	7,576	26,110	290	9,454	32,496	290	10,710	36,039	296
4. W. Lancashire and N. Wales				8,775	32,218	272	11,843	38,234	309	14,491	49,096	295
5. Yorkshire	9,375	31,938	293	12,801	38,600	331	18,287	60,636	301	22,535	76,774	290
6. Derby, Notts, Leicester, and Warwick	6,503	23,434	277	9,253	31,051	298	15,546	50,079	310	20,518	66,468	308
7. N. Staffordshire, Cheshire, and Shropshire	8,885	41,662	213	6,500	21,200	306	6,474	23,969	270	6,263	23,934	261
8. S. Stafford and Worcester				10,500	31,000	338	10,039	23,376	430	9,805	25,048	391
9. Monmouth, Somerset, &c.	6,511‡	21,910	297	7,000	26,881	260	7,506	30,565	201	10,062	40,568	248
10. South Wales	6,691	26,292	254	9,120	37,960	240	16,821	52,921	317	21,675	81,481	266
11. East Scotland	11,081	35,886	308	8,884	27,300	325	14,149	42,101	336	14,211	46,235	307
12. West Scotland				6,554	19,561	335	6,674	26,518	251	10,066	32 977	305
Totals and average	83,635	282,473	303	117,439	370,881	316	154,184	490,862	314	181,614	602,349	299

* The figures showing the coal raised in 1861 are abstracted from the "Mineral Statistics" for that year. The numbers employed are taken from Census Returns.

† These years include a limited number of shale and iron-ore miners under the Coal Mines Act, but this will not materially affect the averages.

‡ The production for Monmouth in this year is included in that of South Wales.

APPENDIX B.—*Statement showing the Average Output per Employee in the Principal Coalfields*, 1861-1890.

(1.) NORTHUMBERLAND AND DURHAM.

Year.	Production. 1=1000 Tons.	Males employed.	Average Tons per Employee.	Averages, Tons.
1861	20,400	53,534	381	1861-1869, 403
1864	23,991	57,538	416	
1865	24,591	58,978	416	
1866	25,693	61,367	418	
1867	26,447	63,321	417	
1868	26,700	69,000	386	
1869	27,296	69,800	392	
1870	29,300	75,100	390	1870-1879, 331
1871	30,476	79,000	385	
1872	30,405	84,300	360	
1873	30,907	100,233	308	
1874	31,604	104,508	302	
1875	33,502	109,303	306	
1876	33,648	106,799	315	
1877	32,864	104,149	315	
1878	31,528	97,935	321	
1879	30,316	94,093	322	
1880	36,596	100,403	364	1880-1890, 353
1881	37,364	101,845	366	
1882	38,048	104,638	363	
1883	39,183	106,486	367	
1884	37,781	108,701	347	
1885	36,829	106,335	340	
1886	36,579	107,106	341	
1887	36,319	108,112	335	
1888	39,417	110,118	357	
1889	40,844	115,136	354	
1890	41,456	117,127	353	

(2.) SOUTH WALES.

Year.	Production. 1=1000 Tons.	Males employed.	Average Tons per Employee.	Averages, Tons.
1861	6,691	26,292	254	1861-69, 367
1864	6,948	—	—	
1865	8,531	29,076	293	
1866	9,376	26,658	351	
1867	9,092	26,000	349	
1868	9,000	26,000	346	
1869	9,180	26,000	353	
1870	9,299	26,000	357	1870-79, 277
1871	9,120	26,000	350	
1872	10,131	26,881	376	
1873	11,473	32,471	353	
1874	11,452	50,693	225	
1875	9,963	50,473	197	
1876	11,663	45,608	255	
1877	11,672	44,195	264	
1878	12,097	43,423	278	
1879	12,412	47,419	261	

(2.) SOUTH WALES—*continued.*

Year.	Production. 1=000 Tons.	Males employed.	Average Tons per Employee.	Averages, Tons.
1880	15,284	49,881	306	1880-90, 290
1881	16,008	52,921	302	
1882	16,251	54,148	300	
1883	17,770	57,999	306	
1884	18,227	60,288	303	
1885	17,207	61,162	281	
1886	17,158	61,784	277	
1887	18,562	62,625	296	
1888	19,755	66,744	295	
1889	20,458	73,018	280	
1890	21,674	81,481	266	

(3.) YORKSHIRE.

Year.	Production. 1=1000 Tons.	Males employed.	Average Tons per Employee.	Averages, Tons.
1861	9,375	31,938	293	1861-69 274
1864	9,300	34,500	269	
1865	9,300	35,000	265	
1866	9,450	35,500	266	
1867	9,350	37,000	266	
1868	9,705	37,000	262	
1869	10,893	36,000	302	
1870	11,545	36,500	316	1870-79. 266
1871	12,061	38,600	312	
1872	14,576	51,056	285	
1873	15,311	57,483	266	
1874	14,827	62,551	237	
1875	15,856	62,432	253	
1876	15,129	61,237	247	
1877	15,805	60,761	260	
1878	15,582	59,932	259	
1879	16,241	60,210	269	
1880	17,468	59,770	292	1880-90, 300
1881	18,287	60,636	301	
1882	18,525	61,683	296	
1883	19,563	63,383	308	
1884	19,220	64,040	300	
1885	18,498	63,673	290	
1886	19,389	65,735	294	
1887	20,105	66,900	300	
1888	20,576	67,006	307	
1889	21,973	70,060	313	
1890	22,335	76,891	290	

(4.) SCOTLAND.

Year.	Production 1=1000 Tons.	Males employed.	Average Tons per Employee.	Average Tons.
1861	11,081	35,886	308	
1864	12,700	39,223	323	
1865	12,800	39,525	323	
1866	12,034	41,246	291	1861–69, 299.
1867	13,125	50,075	262	
1868	14,710	50,160	293	
1869	14,637	48,007	304	
1870	14,934	46,984	317	
1871	15,438	46,861	329	
1872	15,382	50,639	303	
1873	16,858	57,745	291	
1874	16,788	75,143	223	1870–79, 276.
1875	18,598	70,780	262	
1876	18,666	69,015	270	
1877	18,410	67,072	274	
1878	17,837	65,707	271	
1879	17,469	66,228	263	
1880	18,274	63,401	288	
1881	20,823	68,619	303	
1882	20,515	67,296	304	
1883	21,226	67,764	313	
1884	21,187	68,736	308	
1885	21,289	69,280	307	1880–90, 306.
1886	20,374	69,189	294	
1887	21,485	70,565	304	
1888	22,319	68,663	324	
1889	23,216	72,939	322	
1890	24,278	79,135	306	

(5.) LANCASHIRE—NORTH AND EAST ONLY.

Year.	Production 1=1000 Tons.	Males employed.	Average Tons per Employee.	Average Tons.
1861	5,950	23,525	252	
1864	5,998	23,525	254	
1865	6,312	23,525	268	
1866	6,774	25,440	266	1861–69, 262.
1867	6,844	26,820	255	
1868	7,053	26,360	267	
1869	7,020	26,190	268	
1870	7,030	26,200	268	
1871	7,575	26,110	290	
1872	9,363	28,657	326	
1873	8,363	31,742	263	
1874	8,064	34,329	234	1870–79, 274.
1875	8,881	34,402	258	
1876	8,364	31,577	264	
1877	8,741	30,419	287	
1878	8,364	30,782	279	
1879	8,994	31,635	284	

(5.) LANCASHIRE—NORTH AND EAST ONLY—*continued*.

Year.	Production. 1=1000 Tons.	Males employed.	Average Tons per Employees.	Average Tons.
1880	9,520	31,820	299	
1881	9,327	32,496	287	
1882	9,749	32,360	301	
1883	9,931	33,185	299	
1884	9,889	32,607	303	
1885	9,739	32,419	300	1880–[illegible] 318.
1886	9,817	32,314	303	
1887	9,789	31,999	305	
1888	10,173	32,115	316	
1889	10,368	33,798	306	
1890	10,710	36,039	297	

APPENDIX C.—*Hours of Labour in Different Countries.*

(*Abstracted from Official Reports.*)

1. AUSTRIA.—The law of June 21, 1884, provides that the duration of a shift is not to exceed 12 hours, and that the actual working time must not exceed 10 hours, except in certain mines in the High Alps, where the actual working hours may be 60 per week.

2. BELGIUM.—There is no general law regulating or limiting the hours of adult labour, but underground labour is, by Royal Decree of 28th April 1884, forbidden for boys under 12, and for girls under 14 years of age.

3. FRANCE.—The principal Act regulating the hours of adult labour in France is that of 9th September 1848. This Act limits the working day in works and factories to 12 hours; in practice this legal time is made to secure rest. The Act of 10th May 1874, which regulates the labour of children, provides that adult labour for men dates from 16, and for women from 21 years of age.

4. HOLLAND.—The laws of the Netherlands do not contain any provision regulating the hours of adult labour for men, but a law of the 5th May 1889 lays down rules intended to prevent excessive or dangerous labour by women and children.

5. ITALY.—No special laws affecting the hours of labour are in force in Italy, except the law of the 11th February 1886, which regulates the labour of children.

6. PORTUGAL.—No laws affecting the hours of adult labour exist in this country.

7. RUSSIA.—The hours of labour, in the absence of laws dealing with them in any way, are very varied in this country, and a recent report by Mr. Dering (No. 62, Miscellaneous Series, 1887) showed that in 36·8 per cent. of the works, 12 hours of daily labour was the rule, while in 20 8 per cent. more 11 hours were customary.

8. SAXONY.—No legal provisions affect the hours for adult labour, which average 11 per day, the working hours being from 6 a.m. to 7 p.m., with half-an-hour for breakfast, an hour for dinner, and half-an-hour for supper.

9. SWITZERLAND.—Under the Federal Factory Labour Law of 1877, the duration of a normal working day must not exceed 11 hours, and on Saturdays and public holidays it shall be reduced to 10 hours. Night-work is only allowed exceptionally, and with the full consent of the employees. Sunday labour is prohibited.

10. UNITED STATES.—*New York.*—Each State has its own separate regulations or customs. In New York an Act was passed in 1870 "to regulate the hours of labour of mechanics, &c.," which makes eight hours a legal working day for all classes, but overwork for an extra compensation by agreement is permitted. Another Act in 1[illegible]7, "to regulate the hours of labour in the street, surface, and "elevated railroads," fixed the working day at 10 hours of actual labour.

Pennsylvania.—As in New York, the legal working day is eight hours, but overtime may be worked by agreement without restriction.

To face page 447.

LIST OF COLLIE

NAME OF COLLIERY.	Coal Drawing Commences.	Coal Drawing Ceases.	No. of Hours of Coal Drawing.	HEWERS. Number Employed.	1st Shift. Descend.	1st Shift. Ascend.	1st Shift. Average time underground.	2nd Shift. Descend.	2nd Shift. Ascend.	2nd Shift. Average time underground.	3rd Shift. Descend.	3rd Shift. Ascend.	3rd Shift. Average time underground.	4th Shift. Descend.	4th Shift. Ascend.	4th Shift. Average time underground.
Usworth - -	pm. 9 30	pm. 4 0	18½	288	pm. 9 0	am. 4 15	hrs. 6¾	am. 4 0	am. 11 0	hrs. 7	am. 9 0	pm. 4 30	hrs. 7½	—	—	—
Haswell - -	9 0	5 0	20	402	8 30	3 30	7	4 0	11 0	7	10 0	5 0	7	—	—	—
Ryhope - -	am. 5 0	am. 12 30	19½	576	am. 4 20	11 20	7	10 0	pm. 5 0	7	pm. 3 45	10 45	7	—	—	—
Murton— Polka Pit - -	4 30	12 30	20	311	4 0	11 0	7	10 15	5 15	7	4 15	11 15	7	pm. 10 *a* 0	am. 5 *a* 0	hrs. 7 *a*
East Pit - -	4 30	12 30	20	254	4 0	11 0	7	10 0	5 0	7	4 15	11 15	7	10 0	5 0	7
Seaham—No. 1 Pit— Hutton and Low Main	5 0	1 0	20	233	4 30	11 30	7	10 0	5 0	7	4 0	11 0	7	10 *b* 0	5 *b* 0	7
Seaham—No. 3 Pit— Maudlin Seam -	5 0	1 0	20	244	4 30	11 30	7	10 0	5 0	7	4 0	11 0	7	10 *b* 0	5 *b* 0	7
Seaham—No. 3 Pit— Main Coal Seam -	5 0	1 0	20	100	4 30	11 30	7	10 0	5 0	7	4 0	11 0	7	10 *b* 0	5 *b* 0	7
Wearmouth - -	4 0	mdnt 12 0	20	586	4 30	11 30	7	10 15	5 15	7	4 0	11 0	7	9 45	4 45	7
Silksworth— Maudlin Seam - -	5 0	pm. 11 0	18	340	4 30	11 30	7	10 0	4 30	6½	4 0	11 0	7	10 0	4 30	6½
East Hetton - -	8 0	am. 4 0	20	337	4 0	10 45	6¾	9 30	4 15	6¾	9 0	am. 4 0	7	—	—	—
Trimdon Grange— Low Main Seam -	4 0	mdnt 12 0	20	168	4 0	11 0	7	10 10	5 10	7	4 20	pm. 11 20	7	—	—	—
Black Prince - -	7 0	am. 12 15	17	117	5 0	12 0	7	10 15	5 0	6¾	5 15	am. 12 15	7	—	—	—
Sheldon Lodge -	6 0	2 0	20	246	4 0	11 0	7	9 30	4 0	6½	3 0	pm. 10 0	7	8 30	2 0	5½

OTHER OFF-HAND MEN.

2nd Shift. Descend.	2nd Shift. Ascend.	2nd Shift. Average time underground.	3rd Shift. Descend.	3rd Shift. Ascend.	3rd Shift. Average time underground.	4th Shift. Descend.	4th Shift. Ascend.	4th Shift. Average time underground.
am. 4 0	noon 12 0	hrs. 8	—	—	—	—	—	—
7 0	pm. 5 0	10	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—
pm. 10 0	am. 6 0	8	—	—	—	—	—	—
10 0	6 0	8	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—
1 30	mdnt 12 0	10½	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—
am. 10 *g* 0	pm. 6 *g* 0	8 *g*	pm. 4 *g* 0	pm. 12 *g* 0	hrs. 8 *g*	pm. 10 *h* 0	am. 6 *h* 0	hrs. 8
pm. 5 *h* 0	am. 1 *h* 0	8 *h*	—	—	—	—	—	—
—	—	—	9 *h* 0	am. 5 *h* 0	8 *h*	—	—	—
4 0	12 15	8¼	—	—	—	—	—	—
11 0	7 0	8	—	—	—	—	—	—

a Tub Loaders. *b* Tub Loaders and Winners.

In addition to the above there are several Collier

m places could not

Michigan.—Ten hours make a legal day in all factories, ines, &c., and beyond that time overtime must be paid r "at the regular per diem rate," unless there be an agree- ent to the contrary.
Indiana.—A law of the 6th March 1889 made eight ours a legal day, except for agricultural and domestic abour, but overwork for extra wages is permitted.
Arkansas.—No limitations.
Louisiana.—The same.
Mississippi.—The same.
Maine.—In all contracts, 10 hours of actual labour are a gal day's work, but monthly and agricultural labour are cepted.
Massachusetts.—No restrictions affecting adult male abour. The hours of women are limited to 10 per day.
New Hampshire.—The same.
North Carolina.—There are no laws affecting the hours f adult labour.
South Carolina.—The same.
Tennessee.—The same.

28, Victoria Street, London, S.W.,
February 1892.

Georgia.—The hours of labour for persons under 21 years of age are to be from sunrise until sunset, with the usual intervals for meals.
Florida.—A law passed in February 1874 enacts that "10 hours of labour shall be considered and regarded as "a legal day's work, and held to be such by the courts of "this State."
Nevada.—No laws affecting adult labour.
Oregon.—The same.
Idaho.—The same.
Utah.—The same.
Arizona.—The same.
California.—Eight hours are a statutory day's work, but the law is said to be evaded by paying labour at a rate per hour.

11. GERMANY.—By a decree of 1813 females are forbidden to work in or about mines, and an Order in Council of March 1836 forbids the employment in any mine under ground of any boy who has not completed his thirteenth year.

J. S. JEANS, *Secretary.*

The following Letters and Replies, printed by direction of the Chairman, are to be taken as evidence, and, for convenience of reference, are numbered as questions 26,617–8.—G. D.

(26,617.)

Telegraphic Address:
"ENTWINED, LONDON."

ROYAL COMMISSION ON LABOUR,
44, Parliament Street, London, S.W.,
November 17, 1892.

EAR SIR,

In considering the evidence which was given before his Commission on behalf of your Association and that of he Durham Miners' Association, it would appear desirable hat both bodies should jointly or separately supply a state- ent setting forth:—

1. The names of the pits where three shifts of hewers and two shifts of boys and off-hand men are employed per 24 hours.
2. The hours at which each class in each shift begins to descend and to ascend, and the average hours of each class in each shift.
3. The number of hewers, of boys, and of off-hand men employed at each such pit.
4. Your opinion on the possibility and the desirability of adopting generally in the county of Durham the system of three shifts of hewers, and two shifts of boys and off-hand men as a mode of avoiding the necessity for any man or boy being longer than eight hours below ground.
5. Your reasons for the opinion you express.

I am,
Yours faithfully,
(Signed) GEOFFREY DRAGE,
Secretary.

To
Reginald Guthrie, Esq.,
Durham Coal Owners' Association.

[Similar letters were also addressed to—
Reginald Guthrie, Esq., Northumberland Coal Owners' Association.
W. H. Patterson, Esq., Durham Miners' Association.
John Nixon, Esq., Northumberland Miners' Association.]

REPLIES TO THE QUESTIONS (DATED NOVEMBER 17TH, 1892)

ADDRESSED BY THE

ROYAL COMMISSION ON LABOUR.

I. DURHAM COAL OWNERS' ASSOCIATION

AND

DURHAM MINERS' ASSOCIATION.

(26,617.)†

A. As requested we send herewith a table* showing:—
   1. The names of the collieries where three shifts of hewers and two shifts of off-hand men and boys are employed in each 24 hours (afterwards referred to as "Night Shift Pits").
   2. The hours of the various classes of workmen at these collieries.
   3. The number of hewers and of boys and off-hand men employed at such collieries.

B. To the request (4) that we will express our "opinion on the possibility and the desirability of adopting generally in the county of Durham the system of three shifts of hewers and two shifts of boys and off-hand men as a mode of avoiding the necessity for any man or boy being more than eight hours below ground;" we beg to say—
   i. *As to possibility.*—That we doubt the possibility of adopting such a system in the county of Durham because of—
      (*a*) The inability of finding the considerable additional number of boys needed.
      At present considerable difficulty is experienced in obtaining the requisite number of boys to work

* This table is quoted in the Index as 26,617A.
† See also Appendix 65.

Memoranda as to Proposal for Three Shifts of Hewers and Two Shifts of Boys and off-hand Men in Mines.

the pits. Under the suggested plan more boys would be required and the necessary number could not be obtained.

(*b*) The strong objection on the part of the miners to any increase of night working.

Working at night has always been viewed unfavourably by the workmen, who would in all probability raise serious objections to any extension of the system.

ii. *As to desirability.*—That if the foregoing fundamental obstacles were overcome, we do not think that the adoption of a system of three shifts of hewers and two shifts of boys and off-hand men would remove (or even appreciably diminish) the serious prejudicial influence that would be exercised on the conduct of the Durham Coal Trade by a legislative limitation of all underground labour to eight hours from bank to bank, and this opinion is based upon the following reasons :—

C. 5.—Reasons :—

Night-shift pits.

(*a*) These are nearly all deep mines where the workings are carried on to a considerable distance from the shafts owing to their great depth.

The extremely heavy cost of working such mines rendered it necessary, at an early stage of their existence, to adopt the three-shift system so as to secure the greatest extension of time for coal-drawing, otherwise the working cost would have exceeded the amount realised for the coal obtained ; and it is not practicable to work this system with less than the existing hours of work.

(*b*) Taking one of the largest of these collieries as an example, the coal-hewers take on an average 50 minutes to travel from the shaft to their working places, or 1 hour 40 minutes there and back.

	H.	M.
Hours from bank to bank -	7	0
Travelling time - -	1	40
Present time at the working place - - -	5	20

Supposing the two shifts of boys were reduced to eight hours each, or a reduction of four hours in the total working time of the boys, these four hours spread over the three shifts of hewers would reduce each shift 1 hour 20 minutes.

	H.	M.
Present working time at face -	5	20
Reduced by suggested plan -	1	20
Leaving the actual average working time at the face for the coal-hewers, per shift -	4	0

The time occupied by the off-hand men and boys in travelling to their working places is on an average about 1 hour 15 minutes, leaving only 8 hours 45 minutes, at their working places. Under the system of 8 hours from bank to bank, this would be reduced to 6 hours 45 minutes.

It would therefore be impossible to obtain the present hours of coal-drawing or enable the hewer to work his full time. This would involve a most serious loss of output and enormously increase the cost of working.

(*c*) If the present hours of coal-drawing are to be maintained and the hewer to get his full working time, an additional shift of boys and off-hand men would be required, and this increase of hands would extend to the screenmen and others at bank without any additional coals to cover the very serious addition of cost.

Day-shift pits.

(*d*) Owing to the time occupied in changing the extra shift of hewers, boys, and off-hand men, and their going to and from their work, the time available for coal-drawing would be proportionately curtailed. Consequently the produce of coal per man would be considerably reduced, while the hewer would still maintain his demand for a full day's pay.

(*e*) A further serious increase of cost would arise from the extra number of boys and off-hand men required for the same output of coal.

Under the present system the hewers are divided into two shifts, and the boys and off-hand men required for them, while working one shift only, attend to both shifts of hewers.

Under the suggested system the hewers would be divided into three shifts, while the off-hand men and boys would be divided into two, therefore to keep up the proportion of off-hand men and boys required to attend on the hewers as at present, an increase of one-third would be necessary without any increase of hewers, but an absolute decrease of output.

(*f*) Where three shifts of hewers are at present being worked the men will not work the third shift on Saturday evenings, consequently one-third of the men work one shift less per fortnight, and in some cases one shift less per week ; an already considerable loss of work therefore takes place which would be intensified under the suggested arrangement ; and in coking collieries where it is necessary to load the ovens on Saturdays the consequences would be serious.

(*g*) In the day-shift collieries a large amount of blasting in the stone-work is done while the hewers, putters, and regular day workmen are out of the pit. Under the suggested system this in very many cases could not be done in the short time allowed in the interim between the last and the first shifts ; considerably more blasting than at present would therefore have to be done while the workmen are in the mine, and consequently the number of lives exposed to risk in the event of an accident would be largely increased.

(*h*) The proposal would also involve a large increase of surface labour.

(*i*) The reduction of working hours, the increase in the number of persons to be employed, and the reduction in the output would so increase the cost of production that in many cases it would be impossible to profitably work the mines.

We are therefore of opinion that such a change would be disastrous to the Durham coal-mining industry.

For the Durham Coal Owners' Association,
REGINALD GUTHRIE,
Secretary.

For the Durham Miners' Association,
W. H. PATTERSON,
Secretary.

Newcastle-on-Tyne,
February 17th, 1893.

APPENDIX.

LIST OF DOCUMENTS.

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group A.)	No. of Question. (Vol. III. Evidence, Group A.)	Witness.
Diagrams illustrating sanitary condition of miners' houses in Lanarkshire (*omitted from Vol. II., Group A.*).	36	10,652 (Vol. II.)	Mr. W. Small.
Report (dated August 13th, 1891) by the National Association of Blastfurnacemen, and Statement of Accounts in connection with the strike of Blastfurnacemen in Scotland (October 4th, 1890, to March 21st, 1891) (*omitted from Vol. II., Group A.*).	37	13,947 13,958–9 13,985–6 (Vol. II.)	Mr. W. Snow.
List of net workmen's prices agreed upon at a meeting of Nail-masters held on January 21st, 1892, at Birmingham.	—	20,215	Mr. J. Russell.
Rules of the 1880 Board of Arbitration and Conciliation for the Wrought Nail Trade.	38	20,225	,,
Rules of the Tyneside and National Labour Union.	—	20,486–8 20,571	W. O. Wade.
Table showing the total income of the Boiler-makers' Society and the cost of disputes (1881–1891).	(*See evidence*)	20,681 20,842	Mr. R. Knight.
Rules of the Boiler-makers' and Iron and Steel Shipbuilders' Society.	—	20,697	,,
Table showing percentages of reductions and advances in the wages of platers in Stockton as compared with those in the wages of helpers.	39	20,817 21,172	,, Mr. R. Rothwell.
Copy of Resolution passed by the Boiler-makers' Society proposing amendments to the Employers' Liability Act.	40	20,925–6	Mr. R. Knight.
Report of Meeting (December 16th, 1890) of the various societies who had intimated their intention of joining the Federation of Engineering and Shipbuilding Trades of the United Kingdom, together with the Rules thereof.	41	20,937	,,
Lists of Prices paid for piece-work (Stockton-on-Tees District).	—	21,171	Mr. R. Rothwell.
Scale regulating overtime in boiler-shops and bridge-shops, and for new work (Tees and Hartlepools' District).	—	21,172	,,
Piece-work Rules (drawn up in 1881) in operation at Messrs. Clark's, Sunderland.	—	21,187	Mr. J. O'Neill.
Piece-work price-lists in operation in the Tyne and Wear Districts.	—	21,188	,,
Table showing the working-hours in the engine and boiler shops.	—	21,188–9	,,
Proposed Agreement between the Boiler-makers' Society and the Employers' Association regulating overtime.	—	21,189	,,
Number and results of actions since 1883 instituted by the Boiler-makers' Society under the Employers' Liability Act against the Sunderland employers.	—	21,189	,,

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group A.)	No. of Question. (Vol. III. Evidence, Group A.)	Witness.
Report, specially prepared by the Amalgamated Society of Engineers for this Commission, containing various tables as to overtime, piece-work, wages, rent, hours, and sanitary conditions of workshops.	47	22,656	Mr. J. Whittaker.
Abstract Reports of the Amalgamated Society of Engineers (July 1st, 1888, to December 31st, 1890, and January 1st to June 30th, 1891).	—	22,681	,,
Inquiry-notes in general use in the engineering industry.	48	23,057 23,065	,,
Rules of the North-east Coast of England Marine-Engineers' Conciliation Board.	—	23,113–4	Mr. W. Glennie.
List of plumbers and fitters employed in the Shipbuilding Department at Messrs. Palmer and Co.'s, Jarrow (1872 to 1892), together with the weekly rates of wages paid in each year.	(*See evidence*)	23,342	Mr. G. B. Cne[illegible]ry
Code of Bye-laws apportioning the work of engineers and plumbers, issued from the Newcastle Conference (January 1891) of representatives of the Amalgamated Society of Engineers and the United Operative Plumbers' Association.	—	23,342 23,348–9	,,
Manifestoes issued by the engineers, employers, and plumbers, in connection with the dispute between plumbers and fitters on the Tyne.	—	23,344	,,
Table of Amounts paid by the Associated Blacksmiths' Society in donation and strike benefits (1857 to 1891).	49	23,540	Mr. J. Ingles.
Statement of Blacksmiths' Wages.	59*	23,574	,,
Table showing total cost for donation to unemployed members of the Steam-Engine-makers' Society, railway fares, and travelling allowance to members in search of, or going to, situations, also total expenditure on account of contingent benefit (1875 to 1891), with the average cost per member, based on the number of members in the Society at the end of each year.	50	23,589 23,591 23,598	Mr. J. Swift.
Table showing the number of members reported out-of-work in each monthly report from 1868 to 1891, with the total number of members at the end of each year.	—	23,592 23,598	,,
Code of Bye-laws apportioning the work of engineers and boiler-makers agreed to by the Boiler-makers' Society, the Steam-Engine-makers' Society, and the National and Amalgamated Societies of Engineers, at Cardiff, Penarth, and Barry.	—	23,651	,,
Rules and Regulations of the Ordnance Factories (Woolwich, Enfield, Birmingham, and Waltham Abbey).	—	23,738 23,766	Mr. H. Quelch.
Extract from the "Daily News" reporting an ordinary general meeting of the London and St. Katherine Docks Company, showing difference between the position of the Government labourer and the labourer in private firms.	—	24,031	Mr. W. J. Lewington.
Price-lists for piece-work of the Fairfield Shipbuilding and Engineering Company, Limited, and of shipbuilding firms in the Clyde District.	—	24,037	,,
Copy of Admiralty Regulations as to men working in double-bottoms of ships.	—	24,043	,,

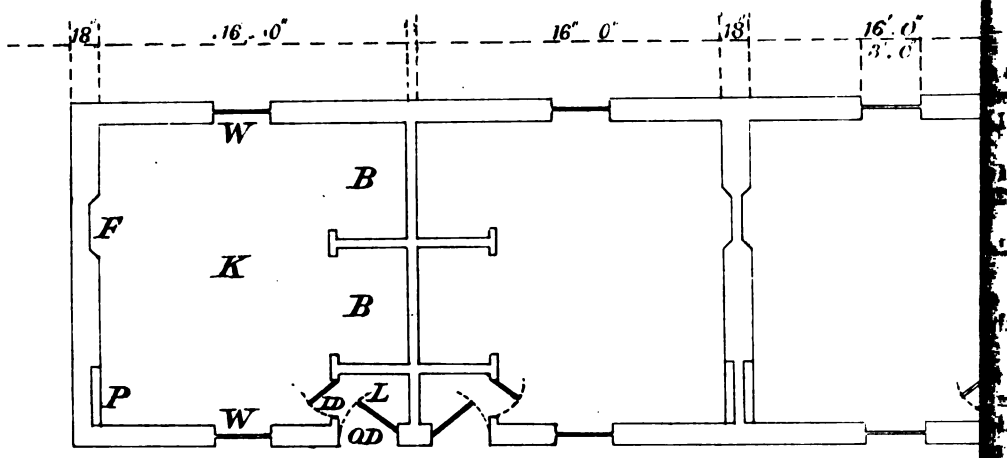
* This document was forwarded to the Secretary by the Witness on May 10th, 1893, and bears the date September 1892, a later date than that on which the Witness gave evidence. At the same time the Witness sent a copy of the 35th (1892) Financial Report of the Associated Blacksmiths' Society.—G. D.

List of Documents—*continued.*

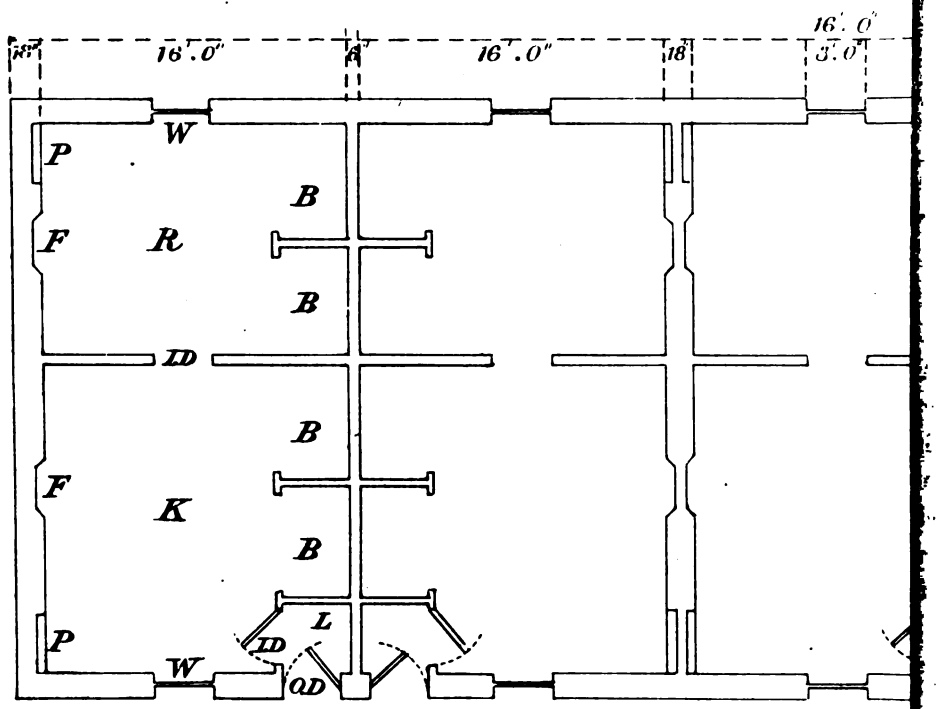
Document handed in.	No. of Appendix. (Vol. III. Evidence, Group A.)	No. of Question. (Vol. III. Evidence, Group A.)	Witness.
Rules of the Elswick Works Accident Compensation Fund established as a substitute for the Employers' Liability Act, 1880.	—	25,495–8	Capt. A. Noble.
Agreement for the regulation of overtime between the Hull Iron Trades Employers' Association and the Trade Societies engaged in the engineering trade at Hull (December 3rd, 1891).	—	25,508–9	Mr. A. E. Seaton.
Form of Character-note used by Earle's Shipbuilding and Engineering Co., Limited, Hull.	54	25,522	,,
List of work jointly drawn up (1889) by the joiners and shipwrights, and mutually agreed to by them.	—	25,549	,,
Statements showing— (*a.*) Average actual earnings of the employees of the Shipbuilding and Engineering Co., Limited, Hull, engaged upon piece-work (June 1890 to July 1892), (*b.*) Earnings in various trades in the boiler-shops (July to December 1890, and October 1891 to June 1892), and the amounts that would have been earned at day-work.	55 —	25,588	,,
Report (December 1890), by Mr. Forwood, on Memorials presented to the Lords Commissioners of the Admiralty by the workmen employed in Her Majesty's Dockyards and Victualling Yards at Home; together with Minutes of Evidence and Appendices, containing :—		25,809	The Right Hon. A. B. Forwood, M.P.
Appendix II. :—Comparative Statement of Wages paid at Her Majesty's Dockyards and at five leading Private Shipyards.	57	25,821 26,021	,,
Appendix III. :—Rates of Wages paid to workmen at Woolwich Arsenal.	,,	—	,,
Appendix VII. :—Statement showing extra monies earned in Her Majesty's Dockyards from 1888–89 to 1889–90.	,,	25,822	,,
Appendix VIII. :—Statement showing comparative average rates paid to certain classes of hired men at the several Home Dockyards for the years 1886 and 1890.	,,	25,821	,,
Appendix IX. :—Wages paid at a Private Shipbuilding Yard.	,,	25,821	,,
Report to the Admiralty, by the National Debt Commission, as to the number of men who derive any benefit from pensions; also Summary of the Statistics referred to in the Actuarial Reports of Messrs. Finlaison and Blakey, August 1890.	60	25,811–2	,,
Copy of Statement showing the several Classes of Workmen (established and hired) employed at Her Majesty's Naval and Victualling Establishments at Home on January 1st, 1891, with particulars of the present and revised scales of wages, and the estimated increased cost for the year 1891–92; together with the Instructions issued to the Yards for bringing the above into operation on March 30th, 1891.	—	25,816 25,821–2	,,
Statement showing an approximate comparison between the cost of the first-class battleships building by contract and in Her Majesty's Dockyards under the Naval Defence Act; also Statement showing labour expenditure prior to April 1st, 1891, on those battleships built in the Dockyards.	—	25,822	,,
Dockyard Regulations prohibiting the officers and others in Her Majesty's Dockyards from exercising political influence.	—	25,963–5	,,

COLLIERY VILLAGE

I. GROUND PLAN OF FOUR SINGLE



II. GROUND PLAN OF FOUR DOUBLE ROO



K, Kitchen average 16'×16'
R, Room " 12'×16'
B, Beds " 6'×4'
ID, Inner Door
OD, Outer Door

F, F
L, L
P, P
W, W

[Note on the ordinary hen-roost seats in a co
bar of dressed baton 4½×2, a method of seatin
from the ordinary English Cottage privy, expos
on the seat with their feet and you have al

LIST OF DOCUMENTS—*continued.*

Document handed in.	No. of Appendix. (Vol. III. Evidence, Group A.)	No. of Question. (Vol. III. Evidence, Group A.)	Witness.
[illegible]grams showing the age-distribution per 1,000 people, [illegible]pared from the Registrar-General's Returns :—	—	26,095	Mr. J. Inglis.
No. 1. Great Britain, 1871; Great Britain, 1871–81; Scotland, 1881.	—	26,096	„
No. 1*a*. (Part of No. 1 enlarged).	—	26,100	„
No. 2. England, 1881, males only; Scotland, 1881, males only.	—	26,099 26,101	„
No. 2*a*. (Part of No. 2 enlarged).	—	26,102	„
[illegible]gram showing the yearly tonnage output from the Clyde shipyards since 1859.	—	26,095 26,103	„
[illegible]gram showing the rate of extinction of shipyard workers on the assumption that the number of apprentices is limited to one-fifth the number of journeymen.	58	26,124	„
Copy of a Resolution, passed at a meeting of the employers, concerning Mr. Burt's Award, and proposing the establishment of a Joint Committee of Conciliation to settle disputes as to the apportionment of work.	(*See evidence*)	26,433	Mr. J. Price.
Form of enquiry-note used by the Upper Clyde District Ship-builders and Engineers Association.	(*See evidence*)	26,530–4	Mr. D. J. Dunlop.

APPENDIX XXXVI.

This Appendix, referred to in question 10,652, Vol. II. Group A., was forwarded to the Secretary by the Witness some time after the publication of Volume II., Minutes of Evidence and Digest, Group A. The diagrams from which the lithographs opposite have been made have been drawn to scale, and arranged, &c. by the Office Staff of this Commission, since the sketches forwarded were "roughly done." The dimensions and other accurate details have, however, been elicted from the Witness by correspondence and personal interviews. Both the original diagrams prepared from the sketches and proofs of the lithographs have been submitted to the Witness and approved by him.—G. D.

APPENDIX XXXVII.

REPORT (dated August 13th, 1891) by the **NATIONAL ASSOCIATION** of **BLAST-FURNACEMEN**, and **STATEMENT** of **ACCOUNTS** in connection with the **STRIKE** of **BLAST-FURNACEMEN** in **SCOTLAND** (October 4th, 1890, to March 21st, 1891). (*Omitted from Vol.* II., *Group* A.)

NATIONAL ASSOCIATION OF BLAST-FURNACEMEN.

Oddfellows' Hall Buildings,
Middlesbrough, August 13th, 1891.

GENTLEMEN,

In issuing the statement of accounts, in connection with the strike in Scotland, we wish to return the heartfelt thanks of the blast-furnacemen of that district, for the kind sympathy and support given so liberally by the members of the National Association of Blast-furnacemen, other Trade Associations, tradesmen of Cleveland district, and the public generally. In entering upon the struggle, we thought we were justified in the demands we made to the ironmasters of Scotland, viz.:—Cessation of Sunday labour, or, as an alternative, the men should be paid extra for that day. After 23 weeks' determined struggle, through force of circumstances over which we had no control, we had, to a certain extent, to give way; nevertheless, our claims must have been a just one, as will be proved by the support we received throughout the whole of the struggle from Trade Unionists and others, for which the officers and all the members of the National Association of Blast-furnacemen again thank all those that so liberally supported them throughout the unfortunate dispute.

WM. SNOW, General Secretary.
G. BAKER, Assistant Secretary.
THOS. CARLTON, Cleveland Agent.
P. WALLS, Cumberland and Lancashire Agent.
C. VICKERS, Scotch Agent.

STATEMENT of ACCOUNTS in CONNECTION with the STRIKE of BLAST-FURNACEMEN in SCOTLAND, dating from October 4th, 1890, to March 21st, 1891.

INCOME.	£	s.	d.	EXPENDITURE.	£	s.	d.
Paid to Strike Fund by National Association of Blast-furnacemen	8,117	19	9	Aliment paid to men on strike	12,178	18	0
From Cleveland District Fund	438	17	2½	Expenses incurred through paying Strike Pay	159	0	5½
Donations from Tradesmen, and other Associations	3,163	3	0½	Mr. Jos. Toyn's Expenses to Scotland	5	5	6
Over Draft at Bank	800	0	0	Removal Expenses of Peter Dick	3	6	3
				Stationery, Stamps, Wrappers, &c.	3	19	3½
				Geo. Baker's Wages in connection with Strike	45	15	0
				Incidental Expenses	2	11	0
				Treasurer's Wages through time lost	8	12	
				P. Wall's Special Expenses in Scotland	3	12	
				P. Wall's Expenses to Middlesbro'	2	4	
				Bank Charges	35	4	
				Returned to Treasurer	71	10	
Total amount	12,520	0	0	Total Amount	£12,520	0	0

Any explanation in reference to the above accounts will be given, if applied for, at the office, Odd-Fellows' Hall, Middlesbrough.

Audited and found correct August 13th, 1891.
Signed { ED. PEARSON. HENRY JONES.

DETAILED STATEMENT of MONEY sent to SCOTLAND.

INCOME.

	£	s.	d.	£	s.	d.		£	s.	d.	£	s.	d.
South Bank	186	15	0				Bolckow's Yard	86	6	9			
Cleveland Works	183	8	0				Tees Bridge	33	16	0			
Steel Furnaces	74	6	0				Carlton Iron Works	133	0	0			
Clay Lane	159	0	5	603	9	5	Seaton Carew	104	13	6	357	16	3
Tees Work	124	9	7				Consett	301	16	0			
Ormesby Works	249	17	0				Jarrow	433	0	0			
Cargo Fleet	228	12	9	602	19	4	High Walker	24	13	8	759	9	8
Clarence	226	2	0				Tees Side Works	94	8	6			
Carlin How	94	18	7				Linthorpe Works	64	8	0			
Lackenby Work	126	17	6				Acklam Works	46	18	3			
Redcar Works	84	5	9	532	3	10	Ayresome Works	159	0	9			
							Newport Works	406	0	0	770	14	9

	£	s.	d.	£	s.	d.
by Works	126	9	7			
rdsley	17	5	0			
tt Works	6	13	4			
nby Works	30	0	3			
Works	24	14	0			
rland District, National Association of -furnacemen	3,270	0	0	205	2	2
District, National Association of Blast-cemen	111	0	0			
nd Miners Association	1,000	0	0	3,381	0	0
d Steel Workers of Great Britain; Ed.	247	10	0			
al Steel Workers and Labour Union; adle	120	0	0			
n Cokemen's Association	50	0	0			
kers' Association; North Ormesby	48	15	3			
rland United Enginemen's Association	8	7	8			
ted Moulders of Scotland; Mr. Jack	504	0	0			
nelters of Scotland; Mr. Hodge	100	0	0			
Keepers of Scotland Society	10	0	0			
nline Miners, Scotland	100	0	0			
mated Engineers	200	0	0			
rland Workmen's Association	20	0	0	2,388	12	11
n Enginemen's Association	10	0	0			
nous Donors	13	5	0			
al Labourers' Union, Newcastle	13	3	5			
mated Society of Railway Servants	54	5	3			
ghts' Association	10	0	0			
de Stevedores' Society	15	0	0	120	13	8
men and Cranemen's Society	23	8	0			
Pattern Makers' Society; Stockton ch	15	0	0			
mated Society of Hammermen, Glasgow	7	10	0			
d Steel Grinders' Union, Glasgow	5	0	0			
al Labourers' Union, Glasgow	25	0	0			
rpenters' Society, Glasgow	5	0	0			
n Colliery Mechanics' Association	10	0	0	95	18	0
lakers' Society	5	0	0			
d Shoe Operatives' Society, Scotland	5	0	0			
n Miners' Association	5	0	0			

	£	s.	d.	£	s.	d.
Northumberland Miners Association	5	0	0			
Seamen and Firemen's Association	5	0	0			
				35	0	0
Salt Makers Association	10	0	0			
Cumberland Miners' Association; A. Sharpe	180	0	0			
Boiler Makers and Iron Shipbuilders	120	0	0			
Book Binders and Machine Rulers' Association	5	11	6			
Amalgamated Society of Carpenters and Joiners	10	0	0			
Steam Engine Makers' Society	5	5	0			
Operative Bricklayers' Society; Middlesbrough Branch	5	0	0			
				335	16	6
United Smiths and Strikers' Society	5	0	0			
Typographical Society	5	0	0			
Middlesbrough Trades Council; Jas. Smith	23	9	3			
Motherwell and Edinburgh Trades Council	19	1	9			
Thos. Crosby, Esq., Clarence Hotel	9	0	0			
Councillor John Mardon	7	14	9			
Robert Wiggin, Esq., Morning Star Hotel	5	5	0			
Licensed Victuallers of Middlesbrough	8	17	6			
A few Friends	4	2	0			
Tradesmen of South Bank	12	2	6	87	10	3
Tradesmen of Middlesbrough	7	9	9			
Tradesmen of North Ormesby	23	8	9			
Drillers' Society; Jas. Smith	3	0	0			
				46	1	9
Donation from different Societies of One pound and under	13	19	5½			
Nottingham Blast-furnacemen; Bulwell District	68	12	0			
Derbyshire Blast-furnacemen	8	17	6			
Shropshire Blast-furnacemen	230	8	9			
North Stafford Blast-furnacemen	402	6	1			
South Stafford Blast-furnacemen	17	10	0			
Ince Blast-furnacemen	117	10	0			
				19	3	9½
Union Foundry Workmen	17	10	3			
File Cutters' Society, Sheffield	1	0	0			
Boot and Shoe Operative Union, Bristol	1	1	0			
Forfar Factory Workers' Society	20	0	0			
				39	11	3
Total				£11,281	2	9½

EXPENDITURE.

mber of s the Men re paid.	Amount sent to Scotland. £ s. d.	Amount of Aliment paid to Men. £ s. d.	Expenses incurred by paying Aliment. £ s. d.	Number of Men on the Fund.	Number of Children on the Fund.
1	700 0 0	585 2 6	6 13 6	967	1,355
2	700 0 0	552 16 0	6 15 9	910	1,304
3	600 0 0	540 13 0	6 6 4	886	1,302
4	550 0 0	540 1 0	7 7 2½	883	1,314
5	550 0 0	545 1 0	6 19 0	890	1,334
6	550 0 0	543 18 6	7 2 5½	887	1,339
7	550 0 0	541 10 6	9 4 5	884	1,327
8	550 0 0	539 12 6	7 17 5½	882	1,315
9	550 0 0	541 2 0	9 10 9½	886	1,308
10	550 0 0	543 6 6	9 0 5	890	1,311
1 & 12	1,100 0 0	1,095 2 6	7 2 7½	1,795	2,635
13	550 0 0	556 17 0	6 15 10½	910	1,358
14	575 0 0	568 14 6	7 2 5½	933	1,363
15	570 0 0	561 7 6	7 1 6	918	1,365
16	570 0 0	560 1 6	6 15 3	916	1,361
17	565 0 0	557 7 0	6 15 6	914	1,338
18	560 0 0	552 3 6	6 18 3	902	1,349
19	550 0 0	569 8 0	10 5 7½	933	1,372
20	540 0 0	578 1 6	7 18 4	952	1,361
21	580 0 0	569 13 0	7 0 4	935	1,362
22	290 0 0	305 3 0	6 10 10	505	702
23	220 0 0	231 15 6	1 16 7½	380	557
	12,520 0 0	12,178 18 0	159 0 6½	19,958	29,332

APPENDIX XXXVIII.

Board of Arbitration and Conciliation for the Wrought Nail Trade.

President: Mr. Ball. *Vice-President:* Mr. Scroxton. *Treasurer:* Mr. Russell.
Referee: W. Bassano, Esq., J.P. *Secretary:* Mr. Geo. Green.

Rules as adopted at the Meeting of Delegates, held at the Grand Hotel, Birmingham, January 5th, 1880.

Rules.

I.—That a Board of Trade be formed to be styled the "Board of Arbitration and Conciliation for the Wrought Nail Trade."

II.—That the object of the said Board shall be to arbitrate on all questions of wages that may be referred to it from time to time, by the joint consent of the employers and workmen, and by conciliatory means to interpose its influence to put an end to any dispute that may arise.

III.—This Board to consist of twelve employers and twelve workmen; five of each to form a quorum.

The whole of the delegates to serve for one year, and to be eligible for re-election. The new committee to be elected in the month of January in each year.

IV.—The decision of the Board shall be binding on the parties to any dispute submitted by them.

V. That three committees shall be appointed, each composed of four employers and four workmen; one committee to represent the "Cwt." work, one the "Bromsgrove" work, and the other the "M." nails made in the Dudley or "Up-country" district.

Any dispute arising which affects one of these branches only shall be inquired into, in the first place (after being reported to the Secretary), by the committee having charge of that branch, and if they are unable to settle the question on the basis of the Wages List of the time being, it shall then be referred to the Board, who, in the event of not being able to come to an agreement, shall call in the Referee, whose decision shall be final.

The committees to be appointed annually at the January meeting of the Board.

VI.—That the Board shall, at its first meeting in each year, elect a President, Vice-President, Treasurer, Referee, and Secretary, who shall continue in office for one year, and be eligible for re-election.

VII.—That the Board shall meet for the transaction of business once a quarter, on the Thursday before Birmingham Quarter Day; but on a requisition to the President, signed by three members of the Board, specifying the nature of the business to be transacted, he shall, within fourteen days, convene a meeting of its members.

VIII.—That the President shall preside over the meetings of the Board, and in his absence, the Vice-President. In the absence of both President and Vice-President, a chairman shall be elected by the majority present. The Chairman to have but one vote, and, in case of numbers being equal, appeal shall be made to the Referee.

IX.—That the decision of the Referee shall be final, and binding on both sides.

X.—That when, at any meeting of the Board, the number of employers and workmen is unequal, all shall have the right of fully entering into the discussion of any matters brought before them, but only an equal number of each shall vote.

The withdrawal of the members of whichever body may be in excess to be by lot.

XI.—That the expenses incurred by this Board be borne equally by the employers and the workmen, and the accounts to be produced and passed at the January meeting of each year.

XII.—That all employers shall pay the prices of the list of the time being (the present list being dated February 5th, 1879, and for "Cwt." nails the list dated November 13th, 1879); and on the other hand no workman shall sell his nails under the said prices.

XIII.—That no alteration or addition be made to these rules except at a quarterly meeting, or a special meeting convened for the purpose. Any member of the Board intending to propose an alteration or addition shall furnish the exact terms thereof, in writing, to the Secretary, twenty-eight days before such meeting, who shall give twenty-one days' notice of the same to each member of the Board.

APPENDIX XXXIX.

Table showing Percentages of Reductions and Advances in Wages of Platers (members of the Boiler-makers and Iron and Steel Shipbuilders' Society) and Helpers in Stockton.

Helpers' Wages, 1884.—Wages 27*s.* per Week.

The following scale of Reductions and Advances submitted to by Platers and Helpers in Stockton clearly show how generously the Helpers have been treated by our members.

Reduction.					Advances.				
——	Platers.	Helpers.	Wages.		——	Platers.	Helpers.	Wages 23*s.*	
	Per cent.	Per cent.	*s.* *d.*	*s.* *d.*		Per cent.	Per cent.	*s.* *d.*	*s.* *d.*
February 1884 -	10	5½	1 6	25 6	April 1888 - -	—	4½	1 0	24 0
June 1884 - -	7½	6	1 6	24 0	June 1888 - -	5	5¼	1 3	25 3
January 1885 - -	7½	—	—	—	February 1889 - -	7½	6	1 6	26 9
March 1886 - -	8	4	1 0	23 0	November 1889 -	2½	4	1 0	27 9
					January 1890 - -	5	3½	1 0	28 9
Total Reduction -	33	15½	4 0	23 0		20	23¼	5 9	28 9

APPENDIX XL.

Boiler-makers and Iron Shipbuilders' Executive Council.

Lifton House, Eslington Road,
Newcastle-on-Tyne,
June 10th, 1892.

D. Dale, Esq.

Sir,—I was requested by our Executive Council to send you the following resolution on the Employers' Liability Act passed by them on the 7th instant:—

"Resolved that we consider the time for giving notices in cases of injury should not be less than three calendar months. Also, that the amount as compensation should not be limited to three years' earnings, but full power should be left to the Court to assess the amount of compensation."

Carried unanimously.

James Allan, Chairman.
R. Knight, General Secretary.

APPENDIX XLI.

Federation of Engineering and Shipbuildng Trades of the United Kingdom.

A meeting of the various societies who had intimated their intention of joining this Federation was held in Manchester, on Tuesday, December 16th, 1890, when the following representatives were present:—

Boiler-makers and Iron Shipbuilders—Mr. R. Knight, Newcastle; Mr. W. Sharrocks, Manchester.
Steam Engine Makers—Mr. J. Swift, Manchester; Mr. J. S. Bewick, Rochdale.
Ironfounders of England, Ireland, and Wales—Mr. W. H. Hey, London; Mr J. Booley, Manchester.
Associated Moulders of Scotland—Mr. J. M. Jack, Glasgow.
Associated Blacksmiths—Mr. J. Inglis, Glasgow; Mr. T. Thompson, Glasgow.
Co-operative Smiths, Newcastle—Mr. R. White, Newcastle; Mr. J. Reavly, Newcastle.
General Union of Carpenters and Joiners—Mr. Costayne, Liverpool.
Associated Shipwrights—Mr. A. Wilkie, Newcastle; Mr. B. Kelly, Newcastle.
Metal Planers, Slotters, and Borers—Mr. J. Potter, Manchester.
United Machine Workers—Mr. M. Arrandale, Manchester.
United Pattern Makers—Mr. W. Mosses, Glasgow; Mr. W. H. Wilson, Manchester.
National United Trade Society of Engineers—Mr. J. Urwin, Newcastle.
United Operative Plumbers of Great Britain and Ireland—Mr. G. B. Cherry, Leicester: Mr. Bent, Leicester.

Mr. R. Knight was voted to the chair, and Mr. J. Swift was appointed as Minute Secretary.

Mr. Knight, as convener of the meeting, reported that favourable replies had been received from the societies now represented as to the advisability of forming a Federation. A reply had been received from the Amalgamated Engineers to the effect that they could not join until a revision of their rules had taken place. The Associated Carpenters of Scotland had replied that they could not see their way to join the Federation. The Amalgamated Carpenters and Joiners, who were present at the former meeting, now sent a letter intimating that they had not elected anyone to attend the present Conference.

A number of letters were read as received from societies, after which a copy of the rules of the Employers' Federation was submitted. To these a list of office bearers was appended, which contained the names of representatives from some of the principal engineering and shipbuilding firms in Scotland, North-east Coast, and engineering and machine works in Lancashire and Yorkshire. This list, although incomplete, showed the powerful combination of the Employers' Federation, whilst the objects, as laid down in their rules, were not favourable to the interests of the workmen and their societies. After these had been fully considered, the Conference proceeded to the drafting of rules for the guidance of this Federation, the object in view being to make them as simple as possible, and at the same time allowing the utmost freedom to each society in the government of its own trade questions, and only to call in the aid of the Federation in extreme cases, or where the right of combination was attacked and the principles of *bonâ-fide* trade-unionism violated.

The rules, as herewith appended, having been discussed and adopted, the Conference proceeded to the appointment of officers, the following being elected and to retain office till the Annual Meeting in May 1891:—

Executive Committee:—

Mr. A. Wilkie (Newcastle), Associated Shipwrights.
Mr. J. M. Jack (Glasgow), Associated Moulders of Scotland.
Mr. W. Mosses (Glasgow), United Patternmakers.
Mr. W. Matkin (Liverpool), General Union of Carpenters and Joiners.
Mr. R. White (Newcastle), Co-operative Smiths.
Mr. M. Arrandale (Manchester), United Machine Workers.
Mr. J. Potter (Manchester), Metal Planers.
Mr. J. Urwin (Newcastle), National United Trade Society of Engineers.
Mr. G. B. Cherry (Leicester), United Operative Plumbers of Great Britain and Ireland.
Chairman: Mr. R. Knight (Boiler-makers and Iron Shipbuilders), Lifton House, Eslington Road, Newcastle-on-Tyne.
Vice-Chairman: Mr. W. H. Hey (Iron Founders of England, Ireland, and Wales), 200, New Kent Road, Southwark, London, S.E.
Treasurer: Mr. J. Inglis (Associated Blacksmiths), 172, Buchanan Street, Glasgow.
Secretary: Mr. J. Swift (Steam Engine Makers), Market Buildings, Thomas Street, Manchester.

RULES.

Object of Federation.

The object of the Federation shall be to maintain the right of combination of labour, by trade-unionism, by mutually supporting any of the societies within the Federation, if individually attacked by employers or bodies of employers; to use every legitimate means to abolish the character note system; to promote arbitration or conciliation in trade disputes; and the elevation of labour in general.

Procedure.

That the Federation be of a mutual character, and no financial responsibilities attach to any society other than the claims of its own members, or the limited expenses for working the Federation.

If a dispute takes place between any society connecther with this Federation and their employer or emgn their the other societies connected not to interfm all over non-society men are brought in to takeould be very the men in dispute, or other unfairce such uniformcrush the society affected. In suer I have found the shall at first be submitted to theral or decisive, I have this Federation by the Execere to that practice. To members are on dispute. ..d, in my opinion, only have do their utmost to effnd confusion which already exist. they shall, if necessntroduce the least possible change Conference of th proper settlement of the matters in forming the
take what
Confere

dispute unless requested by the Executive of the society or societies affected.

Whenever any dispute exists between an employer or employers and any society belonging to this Federation, no member or members composing the societies forming this Federation shall do any work of the men on dispute.

If any dispute takes place between any of the societies forming this Federation, unless amicably settled, such dispute shall be referred to a Court of Arbitration selected by the parties affected by the dispute. When a Court of Arbitration is required, each party to the dispute shall appoint one or two Arbitrators. The two or four Arbitrators to appoint an Umpire; all of whom must be trade-unionists. Failing the Arbitrators to agree, his decision shall be final and binding. Court, when formed, to decide as to place of meeting, method of procedure, &c.; each party to pay half of the expenses, unless otherwise ordered by the Court.

GENERAL MEETINGS.

A General Meeting of representatives shall be called at any time on a requisition being made by the Executives of any four societies connected with the Federation. Such requisition to be sent to the Secretary in writing, and the reasons set forth as to the need of such a meeting being held.

The representatives to General Meetings shall be not more than two from each society, and the subscriptions shall be 3*l.* from each society, to meet the expenses that may arise previous to the Annual Meeting in May next. Future subscriptions shall be decided at Annual Meetings hereafter.

Any society can withdraw from this Federation by giving six months' notice, in writing, to the Secretary of the Federation.

OFFICERS.

The officers of the Federation shall be Chairman, Vice-Chairman, Treasurer, and Secretary, who, with one representative from each of the remaining societies, shall form an Executive Council, all to be elected at the Annual Meeting in May each year.

The officers of the Federation shall be elected at this Conference, and in future at the Annual Meeting to be held in the month of May each year, on such date as arranged by the Executive Council. The first Annual Meeting to be held in Manchester, and future places of meeting to be decided upon hereafter.

EXECUTIVE MEETINGS.

The Chairman and Secretary shall have power to call a meeting of the Executive Council whenever they may deem it needful, such meeting to be held in any town or place that they may consider suitable. Such meeting of Executive shall use their judgment as to the need of calling a General Meeting of representatives and lay before them their opinions or recommendations.

These Rules may be altered, amended, or added to, by a majority of votes at an Annual Meeting of representatives. Any society or societies whose Executives may have any suggested alterations or amendments to make, shall give three months' notice in writing to the Secretary, and a copy of the same shall be appended to the notice paper calling the Annual Meeting.

APPENDIX XLII.

SCOTIA ENGINE WORKS.

EIGHT HOURS DAY PROGRAMME.

WORKING HOURS.

Days.	Morning.	Dinner.	Afternoon.	Time worked.
	A.M.	PM.	PM.	Hrs. Days.
Monday to Thursday - -	7.30 to 12.0	12.0 to 12.45	12.45 to 5.0	$=8\frac{3}{4} \times 4 = 35.$
Friday - - -	7.30 to 12.0	12.0 to 1.0	1.0 to 5.0	$= 8\frac{1}{2}.$
Saturday - - -	7.30 to 12.0	—	—	$= 4\frac{1}{2}.$
			Total ordinary working hours per week	$= 48.$

This represents a loss of time to the employer of five hours per man per week, or with a 5 per cent. reduction in wages, 2½ hours per man per week.

PROPOSED NIGHT SHIFT.

Nights.	First Spell.	Supper.	Second Spell.	Time worked.
	P.M.	PM.	PM. AM.	
Monday to Friday - -	5.0 to 9.15	9.15 to 9.30	9.30 to 1.15	= 8 hours per night.

To be rated at time and quarter, or 10 hours per night, = 50 hours per week.

N.B.—Those machines driven by independent engines to be subject to existing rules as to night shift.

OVERTIME.

All overtime to be subject to existing rules.

December 1891.

APPENDIX XLIII.

ACTS from REPORT of the ARBITRATION PROCEEDINGS on the QUESTION of the APPORTIONMENT of the WORK to be done by the SHIPWRIGHTS and the JOINERS in the SHIPBUILDING and REPAIRING YARDS of the RIVER TYNE, held at the Office of Mr. Plummer, 52, Dean Street, Newcastle-upon-Tyne, commencing on Monday, October 28th, 1889.

Umpire: Mr. THOMAS BURT, M.P.

Arbitrator for the Shipwrights: Mr. ALEXANDER WILKIE.

Arbitrator for the Joiners: Mr. WILLIAM PATTERSON.

ANDUM of AGREEMENT for ARBITRATION on PPORTIONMENT of WORK BETWEEN SHIPWRIGHTS d JOINERS in TYNESIDE SHIPYARDS.

putes having arisen between the joiners and the rights employed on the Tyne shipbuilding yards question of the apportionment of work between

agreed that all questions in dispute should be tted to arbitration as follows:—

h party shall appoint one of their body to act as ator and the two arbitrators shall appoint an e.

arbitrators and umpire shall sit together, and l the arbitrators be unable to agree, the decision umpire shall be final.

evidence in the first instance is to be taken from ractice on the Tyne, should, however, the umpire h he can call for evidence from elsewhere, each ator having the right to ask the umpire to do so, cision of the umpire to be final on this and other ions that may arise as to the procedure of the ation.

parties concerned undertake to do all in their to promote the rapid settlement of the questions pute, and respectively to furnish, so far as they le, all such information as may be required by the ators or the umpire at all times as the umpire may nt.

ding the award of the arbitrators and the umpire lisputes that may arise in any yard shall be ed to the court of arbitration for settlement, it understood that no stoppage of work on other hall take place in the meantime.

d it is hereby further agreed that the shipwrights oiners shall each pay the costs of getting up case and of their respective arbitrators and sses, and that they shall also each pay one-third costs incident to the sittings of the arbitration as umpires, shorthand writers, and other es), the remaining one-third of such costs being by the Employers' Association.

ned this twelfth day of October, one thousand hundred and eighty-nine.

For and on behalf of the Associated Shipwright's Society,

ALEX. WILKIE,
General Secretary.
JOS. HESLOP,
District Delegate.

For and on behalf of the Carpenters and Joiners' Society,

ROBERT SPITTLE,
Secretary.
JOHN CAMPBELL.

behalf of the shipbuilding employers on the , who are members of the under-mentioned iation, I undertake that they will accept and up to the award of the arbitrators and umpire, further that they will pay one-third of the of the sittings of the arbitrators as named .

r and on behalf of the Association of Tyneside er Engineers, Shipbuilders, &c.,

B. PLUMMER,
Secretary.

tness to the attached five signatures,

EDWIN WEST.

The Shipwrights' Society hereby nominate ALEX. WILKIE, to act as their arbitrator.

For the Shipwrights Society,
JOS. HESLOP,
District Delegate.

The Carpenters and Joiners' Society hereby nomina WM. PATERSON to act as their arbitrator.

For the Carpenters and Joiners' Society,
ROBERT SPITTLE,
Secretary.

We, the within-named arbitrators, appoint THOMAS BURT, M.P., as umpire.

ALEX. WILKIE.
WM. PATERSON.

Witness to the above four signatures,
EDWIN WEST.

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* * * * *

TYNE ARBITRATION CASE.

UMPIRE'S AWARD.

The Arbitrators having failed to agree, the duty of making an Award devolves upon me as Umpire.

This arbitration differs from all others with which I have been concerned, inasmuch as the contention is not between employers and employed, but between different classes of workmen. I was told at the outset that the Shipbuilders—while anxious for the sake of harmony to have the differences adjusted, and while prepared to aid the enquiry to the utmost—did not take sides in the dispute. Everything I have seen and heard has proved this to be true. The Shipbuilders and their representatives have been throughout most ready to give every information, and none of them have shown the slightest bias or partisanship.

Though the arbitration relates exclusively to the settlement of disputes in the Tyneside ship-yards, the Memorandum of Agreement empowers the Umpire to call for, or, at the request of either of the Arbitrators, to receive evidence from "elsewhere." I did not think it necessary to ask for such evidence myself, but when appealed to I at once declared my readiness to accept anything that the Arbitrators might deem important. No witnesses were called from a distance. Letters and documents were put in to show the practice of many shipbuilding ports of the United Kingdom. Printed lists, mutually agreed upon by representative committees selected by the Joiners and the Shipwrights of the Clyde and of Hull, were submitted to me. These lists, prepared by practical men, duly appointed by and representing their fellow-workmen, were entitled to receive and have received my careful attention and consideration.

I have not thought it desirable, however, to act on the principle pressed upon me to govern my Award by the customs or agreements that may prevail in other districts. If the trades concerned wish, through their general unions, to establish a uniform system all over the country, well and good; but it would be very hazardous for an Umpire to try to enforce such uniformity. As a rule, therefore, whenever I have found the practice of the Tyne at all general or decisive, I have decided that it is best to adhere to that practice. To have done otherwise would, in my opinion, only have added to the friction and confusion which already exist. I have striven to introduce the least possible change consistent with a proper settlement of the matters in dispute.

The questions at issue on Tyneside are numerous and complicated. Under any circumstances it would have probably been difficult to arrive at a just decision, but the difficulties have been enormously increased by the parties being in direct conflict, not only in the claims they put forward, but also in the facts upon which the claims are based. As a first step, therefore, it was necessary to ascertain the facts. To find out the actual practice in the shipbuilding yards of the Tyne, forms were carefully prepared by the Arbitrators and sent out to be filled up by representatives of the respective trades. These forms, when returned, showed variance on many important points—both Shipwrights and Joiners stating that they were doing the same kind of work. At this stage a few witnesses were examined, but without settling the differences. Ultimately we deemed it best to visit the yards to take evidence in the presence of the manager (whenever practicable) and always in the presence of the foremen and representatives of the workmen. Several days were occupied in this investigation, but the time was well spent. The facts, so far as they were procurable, were thus ascertained. After this sifting process the differences were reduced, but they were still considerable. This extreme difficulty in getting at the facts did not arise in any great degree from a wish to conceal the truth—still less from any intentional misrepresentation. In many classes of work there is really no uniformity. In one yard Shipwrights do the work that Joiners do in another; in a second, both are doing precisely the same; while in a third a complete reversal may have taken place within a few years or a few months—the work done at one time by Shipwrights being done now by Joiners, or *vice versâ*.

With these conflicting claims, and with no recognised line of demarcation between the respective trades, it is not surprising that disputes occur. The wonder is that they are so few. In the majority of the ship-yards there is a good deal of give and take, the work as a rule going on with comparative smoothness and satisfaction. One department may be brisk when the other is slack, and it is better for all parties that the Shipwrights and Joiners should work to each other's hands, rather than that additional outside labour should be introduced, often probably for a very short period.

This and other considerations made me hesitate to draw hard-and-fast lines, and I felt inclined—especially with regard to comparatively trivial jobs—to award that the yards should go on as at present. I have been urged very strongly, however, from many quarters to decide as far as possible that each job shall be definitely allotted to one trade or another, so as to reduce to the lowest point the area of controversy. In nearly every case I have done so. It may lessen disputes—that will be much—but it will have the disadvantage of necessitating more or less change in every yard.

To minimise the inconvenience, I would strongly advise that wherever the present arrangements are at all satisfactory and the work is proceeding harmoniously, no alteration be made merely through a desire to comply with the Award. Let the Award be kept, as it were, in the background to be appealed to only when differences arise which cannot be otherwise amicably adjusted.

It has been argued further against too strict an apportionment of the work, that occasionally jobs which fairly belong to one trade may, on account of their lightness, be done by aged or partially disabled workmen connected with another. It certainly would be cruel to enforce a change, the effect of which might be to throw such men out of employment. I am satisfied that cases of this kind may be safely left to the good sense and good feeling of the workmen generally, and that neither side will push their claims to the verge of inhumanity. Should any difficulties of this nature arise—which, however, I do not anticipate—let them be referred to the respective foremen, and should they fail to agree, then to the manager for final decision.

The fitting up of the meat-boats has been a fruitful source of dissension. Since our inquiry began serious differences have arisen in two or three of the yards. Strikes have been threatened, and, owing to these disputes, ships have had to leave the Tyne to be fitted up elsewhere. Very little work of this kind is done on Tyneside. With perpetual conflict what there is will be driven away to the detriment of all concerned. I have made a very searching investigation into this subject. In addition to the evidence brought before me by the Arbitrators, I have, by correspondence, personal interviews with shipbuilders, contractors, and others who have done this sort of work, tried to ascertain the practice and to find out what would be a fair and practicable arrangement. I trust my decision will be a workable one, and that it will prevent the inconvenience, the loss, and discredit due to vessels being driven from the Tyne to receive an outfit which could doubtless be as well supplied here as in any part of the world.

As an advocate of conciliation, I am glad to have taken part in this inquiry. Arbitration, though certainly preferable to strikes, is not without its drawbacks. One of these is that the disputants are often compelled to go outside their own trade for an Umpire. In an Umpire special knowledge is required almost as much as impartiality. Those who possess the special knowledge are suspected—often unjustly no doubt—of partisanship. Hence there is a great risk that matters of the utmost delicacy and importance may be referred to the arbitrament of men who know little or nothing of the special business upon which they are called to adjudicate. In your case, the best way to obviate that risk is to take the question entirely into your own hands by organizing a Joint Committee. This mode of adjusting differences has been tried for the last fifteen or sixteen years with signal success in the Coal Trade of Northumberland and Durham, where nearly a hundred thousand men and boys are employed. All those local and sectional disputes—sometimes small, sometimes large, always irritating—which must arise wherever large numbers of men are employed, have thus been amicably settled. No doubt mining is less complex than shipbuilding, but the very complexity and the transitional character of the shipbuilding industry is an additional reason for the establishment of such a tribunal. The matters which have been the subject of this inquiry are precisely such as should be dealt with by practical men. The experience of your fellow workmen at Hull and on the Clyde, where Joint Committees have prepared lists with such good results, ought to encourage the Joiners and Shipwrights of the Tyne to follow their example. I strongly advise you to form a Joint Committee, and I am glad to have the concurrence of Mr. Wilkie and Mr Paterson, who heartily join me in this recommendation.

Before concluding, I wish to express my thanks to Mr. Plummer, Secretary of the Shipbuilders' Association, also to Mr. Wilkie and Mr. Paterson for the assistance they have rendered me in this prolonged and intricate inquiry. To the latter gentlemen I feel under special obligation. It was perhaps hardly to be expected that they should be able to settle questions in dispute. Their position made them advocates rather than judges. They throughout presented the claims of their constituents with great ability and fairness, and they were ever ready to aid me to the utmost extent of their power.

The subjoined list is the result of a careful examination and re-examination of every detail. When differences so fundamental and irreconcilable exist, it is impossible to give universal satisfaction. If one party is satisfied, the other must be dissatisfied. The utmost one can hope is that something may have been done to lessen the friction in the conduct of a great industry, and to sweeten the relations between men whose work compels them to associate, and who, by their labour, contribute largely to the well-being of the community.

THOMAS BURT,
Umpire.

House of Commons, London,
April 21st, 1890.

MY DEAR SIR,

Arbitration on Apportionment of Work between the Joiners and the Shipwrights on the Tyne.

In my award I intended to confirm everything that had been mutually agreed to by the Arbitration Court.

It may prevent disputes if this is put on record in the report of the proceedings.

Yours very truly,

To Mr. B. Plummer. (Signed) THOS. BURT.

APPENDIX XLIV.

TABLE of WAGES and HOURS for the last 10 YEARS of the under-mentioned Ports, showing RATES and HOURS in comparison with H.M. DOCKYARDS.

PORTS.—1. THAMES.

Year.	Wages. New Work.	Wages. Old Work.	Wages. Average.	Hours. S.	Hours. W.	Hours. A.
	£ s. d.	£ s. d.	£ s. d.			
1881	2 2 0	2 2 0	2 2 0	51	51	51
1882	2 2 0	2 2 0	2 2 0	51	51	51
1883	2 2 0	2 2 0	2 2 0	51	51	51
1884	2 2 0	2 2 0	2 2 0	51	51	51
1885	2 2 0	2 2 0	2 2 0	51	51	51
1886	2 2 0	2 2 0	2 2 0	51	51	51
1887	2 2 0	2 2 0	2 2 0	51	51	51
1888	2 2 0	2 2 0	2 2 0	51	51	51
1889	2 2 0	2 2 0	2 2 0	51	51	51
1890	2 2 0	2 2 0	2 2 0	51	51	51

Average wage, 42*s.* Average hours, 51.

PORTS.—2. MERSEY.

Year.	Wages. New Work.	Wages. Old Work.	Wages. Average.	Hours. S.	Hours. W.	Hours. A.
	£ s. d.	£ s. d.	£ s. d.			
1881	*1 19 0	2 2 0	1 19 0	54	44½	51·3
1882	1 19 0	2 2 0	1 19 0	54	44½	51·3
1883	1 19 0	2 2 0	1 19 0	54	44½	51·3
1884	1 19 0	2 2 0	1 19 0	54	44½	51·3
1885	1 19 0	2 2 0	1 19 0	54	44½	51·3
1886	1 19 0	2 2 0	1 19 0	54	44½	51·3
1887	1 19 0	2 2 0	1 19 0	54	44½	51·3
1888	1 19 0	2 2 0	1 19 0	54	44½	51·3
1889	1 19 0	2 2 0	1 19 0	54	44½	51·3
1890	1 19 0	2 2 0	1 19 6	54	44½	51·3

Average wage, 39*s.* 6*d.* Average hours, 51·3.

* NOTE.—We understand *one* firm pays *some* men a little under this rate.

PORTS.—3. TYNE.

Year.	Wages. New Work.	Wages. Old Work.	Wages. Average.	Hours. S.	Hours. W.	Hours. A.
	£ s. d.	£ s. d	£ s. d.			
1881	1 15 0	1 18 0	1 16 6	54	48	52½
1882	1 17 0	2 0 0	1 18 6	54	48	52½
1883	1 17 0	2 0 0	1 18 6	54	48	52½
1884	1 15 0	1 18 0	1 16 6	54	48	52½
1885	1 14 0	1 17 0	1 15 6	54	48	52½
1886	1 13 0	1 16 0	1 14 6	54	48	52½
1887	1 13 0	1 16 0	1 14 6	54	48	52½
1888	1 14 6	1 17 6	1 16 0	54	48	52½
1889	1 17 0	2 0 0	1 18 6	54	48	52½
1890	1 18 6	2 1 6	2 0 0	54	48	52½

Average wage, 36*s.* 11*d.* Average hours, 52½*d.*

PORTS.—4. CLYDE.

Year.	Wages. New Work.	Wages. Old Work.	Wages. Average.	Hours. S.	Hours. W.	Hours. A.
	£ s. d.	£ s. d.	£ s. d.			
1881	1 11 6	1 13 9	1 12 7½	54	54	54
1882	1 13 9	1 16 0	1 14 10½	54	54	54
1883	1 16 0	1 18 3	1 17 1½	54	54	54
1884	1 13 9	1 16 0	1 14 10½	54	54	54
1885	1 10 4½	1 12 7½	1 11 6	54	54	54
1886	1 10 4½	1 12 7½	1 11 6	54	54	54
1887	1 10 4½	1 12 7½	1 11 6	54	54	54
1888	1 11 6	1 14 0	1 12 7½	54	54	54
1889	1 16 0	1 18 3	1 17 1½	54	54	54
1890	1 16 0	1 18 3	1 17 1½	55	54	54

Average wage, 34*s.* 1*d.* Average hours, 54.

PORTS.—5. BARROW.

Year.	Wages. New Work.	Wages. Old Work.	Wages. Average.	Hours. S.	Hours. W.	Hours. A.
	£ s. d.	£ s. d.	£ s. d.			
1881	1 14 0	1 17 0	1 15 6	54	51	53
1882	1 15 6	1 18 6	1 17 0	54	51	53
1883	1 15 6	1 18 6	1 17 0	54	51	53
1884	1 13 0	1 16 0	1 14 6	54	51	53
1885	1 11 6	1 14 6	1 13 0	54	51	53
1886	1 10 6	1 13 6	1 12 0	54	51	53
1887	1 10 6	1 13 6	1 12 0	54	51	53
1888	1 10 6	1 13 6	1 12 0	54	51	53
1889	1 16 0	1 19 0	1 17 6	54	51	53
1890	1 16 0	1 19 0	1 17 6	54	51	53

Average wage, 34*s.* 9½*d.* Average hours, 53.

H.M. DOCKYARDS.—1. SHEERNESS.

Year.	Wages. New Work.	Wages. Old Work.	Wages. Average.	Hours. S.	Hours. W.	Hours. A.
	£ s. d.	£ s. d.	£ s. d.			
1881	{ 1 10 0 / 1 12 0	1 10 0 / 1 12 0	} 1 10 4	53	45	51
1882	do.	do.	do.	53	45	51
1883	do.	do.	do.	53	45	51
1884	do.	do.	do.	53	45	51
1885	do.	do.	do.	53	45	51
1886	do.	do.	do.	53	45	51
1887	do.	do.	do.	53	45	51
1888	do.	do.	do.	53	45	51
1889	do.	do.	do.	53	45	51
1890	do.	do.	do.	53	45	51

Average wage, 30*s.* 4*d.* Average hours, 51.

H.M. Dockyards.—2. Chatham.

Year.	Wages.			Hours.		
	New Work.	Old Work.	Average.	S.	W.	A.
	£ s. d.	£ s. d.	£ s. d.			
1881	1 10 0 1 11 0 1 12 0	1 10 0 1 11 0 1 12 0	1 10 5¼	53	45	51
1882	do.	do.	do.	53	45	51
1883	do.	do.	do.	53	45	51
1884	do.	do.	do.	53	45	51
1885	do.	do.	do.	53	45	51
1886	do.	do.	do.	53	45	51
1887	do.	do.	do.	53	45	51
1888	do.	do.	do.	53	45	51
1889	do.	do.	do.	53	45	51
1890	do.	do.	do.	53	45	51

Average wage, 30*s.* 5¼*d.* Average hours, 51.

H.M. Dockyards.—3. Portsmouth.

Year.	Wages.			Hours.		
	New Work.	Old Work.	Average.	S.	W.	A.
	£ s. d.	£ s. d.	£ s. d.			
1881	1 10 0 1 11 0 1 12 0	1 10 0 1 11 0 1 12 0	1 10 5½	53	44½	51
1882	do.	do.	do.	53	44½	51
1883	do.	do.	do.	53	44½	51
1884	do.	do.	do.	53	44½	51
1885	do.	do.	do.	53	44½	51
1886	do.	do.	do.	53	44½	51
1887	do.	do.	do.	53	44½	51
1888	do.	do.	do.	53	44½	51
1889	do.	do.	do.	53	44½	51
1890	do.	do.	do.	53	44½	51

Average wage, 30*s.* 5½*d.* Average hours, 51.

H.M. Dockyards.—4. Devonport.

Year.	Wages.			Hours.		
	New Work.	Old Work.	Average.	S.	W.	A.
	£ d	£ s. d.	£. s. d.			
1881	1 10 0 1 11 0 1 12 0	1 10 0 1 11 0 1 12 0	1 10 3	53	44¾	51
1882	do.	do.	do.	53	44¾	51
1883	do.	do.	do.	53	44¾	51
1884	do.	do.	do.	53	44¾	51
1885	do.	do.	do.	53	44¾	51
1886	do.	do.	do.	53	44¾	51
1887	do.	do.	do.	53	44¾	51
1888	do.	do.	do.	53	44¾	51
1889	do.	do.	do.	53	44¾	51
1890	do.	do.	do.	53	44¾	51

Average wage, 30*s.* 3*d.* Average hours, 51.

H.M. Dockyards.—5. Pembroke.

Year.	Wages.			Hours.		
	New Work.	Old Work.	Average.	S.	W.	A.
	£ s. d.	£ s. d.	£ s. d.			
1881	1 10 0	1 10 0	1 10 0	53	44¾	51
1882	do.	do.	do.	53	44¾	51
1883	do.	do.	do.	53	44¾	51
1884	do.	do.	do.	53	44¾	51
1885	do.	do.	do.	53	44¾	51
1886	do.	do.	do.	53	44¾	51
1887	do.	do.	do.	53	44¾	51
1888	do.	do.	do.	53	44¾	51
1889	do.	do.	do.	53	44¾	51
1890	do.	do.	do.	53	44¾	51

Average wage, 30*s.* Average hours, 51.

APPENDIX XLV.

Hired Shipwrights, H.M. Dockyard, Portsmouth, Petition of.

To the Right Honourable the Lords of the Admiralty.

The Petition of the Hired Shipwrights of H.M. Dockyard, Portsmouth.

Humbly Sheweth,

That your petitioners respectfully, but earnestly, beg your Lordships' impartial consideration of the following statements, which are of importance, not only to your petitioners, but to the welfare of the service generally.

Your petitioners desire to urge upon your Lordships that although they are engaged upon work of the most varied character, requiring the exercise of high mechanical skill, and considerable personal labour, they are in receipt of a rate of pay considerably below that of other trades in H.M. Dockyard, and also that of men employed on similar work in other parts of the country.

Your petitioners, therefore, appeal to your Lordships against the low rate of wages paid them, and respectfully ask that an immediate increase of pay be granted to them.

Your petitioners would further ask that the increase shall be to a uniform rate of 6*s.* per day.

Your petitioners would also respectfully ask your Lordships to consider the advisability of abolishing the piece-work and tonnage system as applied to their trade in H.M. Dockyard.

Your petitioners, in conclusion, humbly beg your Lordships' most favourable consideration of this their earnest petition.

And your petitioners as in duty bound will ever pray.

On behalf of the petitioners

APPENDIX XLVI.

Rules of the Board of Conciliation for the Wear Shipbuilding Trade.

(*Reprinted August* 1892.)

The title of the Board shall be "The Board of liation for the Wear Shipbuilding Trade."

The Board shall at all times adjust by conciliatory all questions that may from time to time arise referred to it by either employers or workmen, ending settlement of any question by the Board shall thereby be no stoppage of work, and the , piece-rates, hours of work, or other working ions shall, until settlement, be those current at me of notice given.

The Conciliation Board shall consist of Depart- l Boards a General Board, and a Board of endent Referees.

The Departmental Boards shall consist of six entatives from the employers, and a like number each branch of the workmen.

No Chairman shall have a casting vote.

The Departmental Boards shall elect their own men.

Questions between the parties shall in the first ce be referred to the Departmental Boards, and g settlement by such Departmental Boards shall e referred to the General Board, or if the parties rned so agree to the Board of Referees direct.

At any meeting of the Departmental Boards the g power of each side shall be equal irrespective of mbers present thereat. Not less than two-thirds h party shall be a quorum.

A meeting of the Departmental Board shall be after notice in writing stating the business to be cted, given by the Secretary of one of the parties Secretary of the other. Such meeting shall be not earlier than seven days nor later than 14 days receipt of notice given as aforesaid.

The General Board shall consist of three repre- tives from each section of the workmen and a er of shipbuilders equal to the total number of workmen's representatives with the Secretary of mployers and a Secretary for the workmen. No tary unless a duly appointed representative shall or take part in the discussion.

The first General Board shall be formed as early ssible, and shall continue in office till the second esday in February, 1887. On that day the Board meet to pass the accounts, and close the business past year, and the new Board shall then proceed ct Chairman, Vice-Chairman, and Officers for the ng 12 months, and for the consideration of any ge in the Constitution or Rules of the Board. The s of representatives shall, before annual meetings e General Board, be handed in by each party to Secretaries. Every General Board subsequent to rst shall be elected and continue in office for a d of 12 months.

The General Board shall consider all questions red to it by the Departmental Boards, and, if ble, settle the same by a majority of at least three- hs of those present.

At any meeting of the General Board the voting r of each side shall be equal irrespective of the ber present thereat. Not less than three-fourths ch party shall be a quorum.

A meeting of the General Board shall be held arlier than three days nor later than seven days failure of the Departmental Board or Boards to le the matters in dispute.

When the Departmental Board, or the General d by such majority as aforesaid, shall fail to effect lement of the matters in dispute, it shall there- nominate the Referees, and place the matters in te before them at a subsequent meeting called for urpose.

All meetings of the General Board shall be con- d by the Secretaries jointly.

No subject shall be brought forward at any ing of the General Board except by leave of all embers present, unless notice thereof be given to Secretaries at least 14 days before the meeting at h it is to be introduced.

At any meeting of either Departmental or ral Board where the voting power present of one side preponderates, the voting power shall, before the transaction of business, be equalised by the withdrawal from the side having the greater power of a number of representatives equal to the excess.

19. The Board of Referees shall consist of three disinterested gentlemen from the lists following; one shall be nominated by the Employers, another by the Workmen from the following list:—

J. G. Addison,
T. W. Backhouse,
R. Cameron,
Andrew Common,
Alex. Corder,
J. H. Cox,
John Harrison,
G. B. Morgan,
J. Morley, M.P.,
Stansfield Richardson,
E. C. Robson,
J. Stokoe,
R. Swan,
J. S. Wilson.

The two Referees so nominated shall elect from the following list a third who shall act as Chairman:—

The Rt. Hon. Lord Ravensworth,
Mr. Cowen,
Mr. Burt, M.P.,
The Registrar of the Sunderland County Court.

The Chairman of Referees shall be entitled to a vote on the Board.

20. The decision of the majority of Referees shall be final and binding upon the parties.

21. One calendar month's notice of any change in wages or of other matter expiring on a Wednesday evening shall be given by either side to the other.

22. If any representative die, resign, or otherwise cease to be qualified, a successor shall be appointed within one month, and should any representative be unable to attend any meeting, a substitute may attend in his stead.

23. It shall be competent to any party to withdraw from this Board on giving three months' notice thereof, in writing, to the Secretaries.

24. No alteration shall be made in the Rules and Constitution of this Board, except at an annual meeting of the General Board, and not less than one calendar month's previous notice, in writing, specifying the nature of the alterations proposed shall be given.

Signed on behalf of the Wear Shipbuilders' Association:—

James Laing, Chairman,
John Haswell, Secretary.

Signed on behalf of the Shipwrights' Society:—

Thos. Hazard,
William Milburn,
Thos. Barron, Secretary.

Signed on behalf of the Associated and Co-operative Smiths' Society:—

Samuel Richardson,
William Surtees,
W. Wickens, Secretary.

Signed on behalf of the Wear Ship Joiners' Society:—

Alfred Watson,
Ralph Baxter,
John Morrison,
J. James Wickens,
Robert H. Laws,
Thomas S. Dale, Secretary.

Signed on behalf of the Drillers' Society:—

Joseph Hull,
Jno. Flett, Secretary.

List of Shipbuilders.

Messrs. Austin & Son,
,, Bertram, Haswell, & Co.,
,, Blumer & Co.,
,, Doxford & Sons,
Mr. James Laing,
Messrs. Osborne, Graham, & Co.,
,, Pickersgill & Sons,
,, Priestman & Co.,
,, Short Brothers,
,, J. L. Thompson & Sons,
,, Robert Thompson & Sons,
,, The North of England Shipbuilding Company.
,, The Strand Slipway Company,
,, The Sunderland Shipbuilding Company.

[Note by Mr. J. Haswell, 15th August 1892, concerning the above Rules.

"In one point, the practice of treating questions referred to the Board has departed from what might appear a strict compliance with the Rules; it is this, when the Departmental Board has failed to settle a question it has been the practice to carry it *direct to the Board of Referees*, and not to make it pass through the "General Board." The reason is that the questions being in their essence technical and specific in the sense of applying to one branch of the workmen only, it is considered undesirable that they should be examined by a Board composed of the class immediately affected along with other workmen not interested. Except the annual meetings, and one meeting early this year on the eight hours' question, a composite Board has never sat."]

APPENDIX XLVI.

Report specially prepared by the Amalgamated Society of Engineers for the Royal Commission on Labour, January 1892.

Contents.

Report [*this information has been all brought out in the evidence of Mr. Whittaker, and is therefore not repeated here.*—G. D.]
1. Districts in which little or no overtime is worked.
2. Districts in which systematic overtime is worked when trade is good.
3. Districts in which overtime is restricted to 18 hours per month.
4. Districts in which our members do not work piece-work.
5. Districts in which piece-work is worked more or less by our members.
6. Average rate of wages in the several districts per week.
7. Average rent per week paid by our members in the various districts.
8. Districts in which 53 hours constitute a week's work.
9. Districts in which the sanitary conditions of the workshops are good.
10. Districts in which the sanitary conditions of the workshops are bad, and need inspection.

1.—Districts in which little or no Overtime is worked by our Members.

Name of District.	No. of Members.
Aberdare	42
Accrington	90
Ashford	65
Bacup	31
Barnsley	105
Bedford	48
Bridgend	24
Bristol	488
Burnley	186
Chepstow	37
Chorley	43
Colne	28
Crewe	997
Darlington	182
Enfield Lock	221
Faversham	16
Glossop	103
Great Grimsby	150
Heywood	136
Holyhead	42
Llanelly	49
Macclesfield	39
Mexborough	38
Middleton	46
Newport	365
Newton Abbot	39
Northampton	36
Northfleet	37
Norwich	106
Oswestry	39
Peterborough	107
Poole	19
Radcliffe Bridge	89
Ramsbottom	62
Redruth	37
Ripley	35
Sheerness	119
St. Helens	109
Stafford	80
Stockport	296
Swindon	772
Watford	75
Whitehaven	92
Wigan	125
Wolverhampton	299
Wolverton	47
Worcester	91
York	175
Barrhead	29
Coatbridge	66
Dunfermline	18
Forfar	11
Renfrew	91
Belfast	1,515
Dublin	352
Drogheda	28
Dundalk	62
Newry	76
Waterford	20
Total	8,745

Or 15·8 per cent.

2.—Districts in which Systematic Overtime is worked when Trade is Good by our Members.

Name of District not giving percentage.	No. of Members.
Ashton-under-Lyne	816
Bingley	22
Blackburn	502
Brighton	156
Burton-on-Trent	112
Bury	495
Cardiff	940
Chester	151

ame of District not giving percentage.	No. of Members.
rt	558
er	100
	597
	110
	241
l	1,773
ls	45
am	812
ith	547
	176
	354
r and Strood	59
	269
	634
e	231
ck	230
	128
ill	41
	547
h	442
	11,088

f District and percentage given.	No. of Members.	Percentage worked.
n-Furness	513	50
am	1,754	25
	1,388	25
r	101	25
	422	20
	462	20
	95	15
	103	16
ough	144	20
	96	11
	174	18
	497	20
	104	8
	2,206	18
	156	20
	8,136	10
ough	75	20
er	5,134	18
	40	16
	89	18
	44	20
	1,858	18
	24	30
	940	30
e's	86	20
Bridge	192	30
ton	450	25
ey	80	10
n	101	6
	139	20
	87	25
	2,520	30
	332	20
	28,542	Average 18·7
	11,088	
Total	39,630	

t is 71·7 per cent. working systematic overtime.

CTS in which OVERTIME is RESTRICTED to 18 HOURS per MONTH.

Name of District.	No. of Members.
	4,042
l	556
rough	471
	700
	1,137
Total	6,906

Or 12·5 per cent.

4. DISTRICTS in which our MEMBERS do not WORK PIECE-WORK.

Name of District.	No. of Members.
Aberdare	42
Ashton	816
Bacup	31
Barnsley	105
Bedford	48
Blackburn	502
Bridgend	24
Burnley	186
Faversham	16
Gloucester	100
Great Grimsby	150
Hull	1,137
Holyhead	42
Llanelly	49
Merthyr	40
Mexbro'	38
Middleton	46
Halifax	597
Hartlepool	556
Heywood	136
Neath	89
Newcastle	4,042
Newport	365
Northampton	36
Oswestry	39
Penistone	24
Portsmouth	547
Poole	19
Preston	354
Ramsbottom	62
Redruth	37
Sheerness	119
St. Helens	169
Sowerby Bridge	192
Stockport	296
Watford	75
Wigan	125
Workington	92
Barrhead	29
Coatbridge	66
Dunfermline	18
Forfar	11
Greenock	547
Johnstone	231
Kirkcaldy	128
Motherwell	41
Renfrew	91
Dundalk	62
Waterford	20
Total	12,527

Or 22 6 per cent.

5. DISTRICTS in which PIECE-WORK is worked more or less by our MEMBERS.

Name of District.	No. of Members.	Average working Piece-work.
Accrington	90	not stated.
Ashford	65	60
Barrow-in-Furness	513	20
Bingley	22	not stated.
Birmingham	1,754	700
Bolton	1,388	not stated.
Brighton	156	„
Bristol	488	20
Burton	112	15
Bury	495	not stated.
Cardiff	940	„
Carlisle	95	15
Chepstow	37	not stated.
Chester	151	„
Chorley	43	„
Colchester	101	80
Crewe	997	250
Coventry	422	350
Colne	23	not stated.
Darlington	182	„
Darwen	103	„

Name of District.	No. of Members.	Average working Piece-work.
Derby	462	250
Enfield	221	20
Devonport	558	not stated.
Gainsborough	144	100
Glossop	103	not stated.
Grantham	96	60
Ipswich	174	150
Keighley	497	240
Lancaster	104	75
Leeds	2,206	200
Leicester	156	not stated.
Leigh	110	47
Lincoln	241	200
Liverpool	1,773	not stated.
London	8,136	500
Loughborough	75	20
Macclesfield	39	not stated.
Manchester	5,134	2,000
Middlesboro'	471	not stated.
New Mills	45	,,
Newark	44	28
Newton	176	70
Newton Abbot	39	not stated.
Northfleet	57	,,
Norwich	106	,,
Nottingham	812	70
Oldham	1,858	580
Peterborough	107	20
Radcliffe Bridge	89	not stated.
Ripley	35	,,
Rochester	59	40
St. George's	86	60
Sheffield	940	300
Southampton	450	20
Stafford	80	25
Stanningley	80	not stated.
Stockton	700	,,
Swindon	772	500
Todmorden	101	13
Wakefield	189	not stated.
Wolverhampton	299	62
Wolverton	47	not stated.
Worcester	91	,,
York	175	100
Aberdeen	269	12
Arbroath	87	not stated.
Dundee	634	,,
Edinburgh	442	20
Glasgow	2,520	100
Kilmarnock	230	not stated.
Paisley	332	,,
Belfast	1,515	,,
Dublin	352	30
Drogheda	28	not stated.
Newry	76	,,
	42,754	7,417

77·4 per cent., or 12·9 per cent.

6. AVERAGE RATE of WAGES in the several DISTRICTS per WEEK paid to our MEMBERS.

Name of District.	No. of Members.	Average Rate of Wages.
Merthyr	40	23/–
·07 per cent.		
Forfar	11	24/–
.01 per cent.		
Llanelly	49	26/–
Redruth	37	,,
·15 per cent.	86	26/–
Keighley	497	27/–
Ripley	35	,,
Arbroath	87	,,
Dunfermline	18	,,
Kirkcaldy	128	,,
1·4 per cent.	765	27/–
Bacup	31	28/–
Colchester	101	,,
Gainsborough	144	,,
Holyhead	42	,,
Ipswich	174	,,
Lincoln	241	,,
Newark	44	,,
Poole	19	,,
Todmorden	101	,,
Wakefield	139	,,
Aberdeen	269	,,
Kilmarnock	230	,,
Drogheda	28	,,
2·82 per cent.	1,563	28–
Bedford	48	29/–
Bridgend	24	,,
Derby	462	,,
Norwich	106	,,
St. George's	86	,,
Sowerby Bridge	192	,,
Workington	92	,,
Barrhead	29	,,
Johnstone	231	,,
Edinburgh	442	,,
Newry	76	,,
3·23 per cent.	1,788	29/–
Aberdare	42	30/–
Accrington	90	,,
Ashford	65	,,
Bingley	22	,,
Burnley	186	,,
Burton	112	,,
Bury	495	,,
Chorley	43	,,
Carlisle	95	,,
Crewe	997	,,
Grantham	96	,,
Heywood	136	,,
Leeds	2,206	,,
Leigh	110	,,
Loughborough	75	,,
Macclesfield	39	,,
Neath	89	,,
Radcliffe Bridge	89	,,
Stafford	80	,,
Stanningley	80	,,
Wolverton	47	,,
Worcester	91	,,
Dundee	634	,,
Waterford	20	,,
10·8 per cent.	5,939	30/–
Colne	28	31/–
Halifax	597	,,
Oswestry	39	,,
York	175	,,
Coatbridge	66	,,
1·6 per cent.	905	31/–
Leicester	156	31/6
Swindon	772	,,
Glasgow	2,520	,,
Motherwell	41	,,
Paisley	332	,,
Renfrew	91	,,
7·1 per cent.	3,912	31/6

Name of District.	No. of Members.	Average Rate of Wages.
burn	502	32/–
n	1,388	,,
ol	488	,,
er	151	,,
en	103	,,
op	103	,,
cester	100	,,
Grimsby	150	,,
aster	104	,,
leton	46	,,
Mills	45	,,
ort	365	,,
on	176	,,
ampton	36	,,
borough	107	,,
on	354	,,
bottom	62	,,
ester and Strood	59	,,
n	352	,,
alk	62	,,
8·6 per cent.	4,753	32/–
sley	105	33/–
stow	37	,,
ngton	182	,,
	1,137	,,
orough	38	,,
on Abbot	39	,,
am	1,858	,,
erhampton	299	,,
nock	547	,,
7·7 per cent.	4,242	33/–
on	816	34/–
w-in-Furness	513	,,
ingham	1,754	,,
lon	106	,,
iff	940	,,
ntry	422	,,
nport	558	,,
rsham	16	,,
lepool	556	,,
pool	1,773	,,
hester	5,134	,,
llesborough	471	,,
ngham	812	,,
stone	24	,,
mouth	547	,,
lelens	109	,,
tport	296	,,
n	125	,,
st	1,515	,,
hampton	450	,,
30·6 per cent.	16,937	34/–
castle	3,229	35/–
ds	707	,,
kton	700	,,
7·8 per cent.	4,636	35/–
hton	156	36/–
hfleet	57	,,
rness	119	,,
field	940	,,
ford	75	,,
2·4 per cent.	1,347	36/–
lon	8,136	38/–
14·7 per cent.		
eld	221	40/6
·4 per cent.		
rage rate of wages of those in work, king the whole districts	55,281	33/4

NOTE.—This does not include piece-work or task work.

7. AVERAGE RENT per WEEK paid by our MEMBERS in the various DISTRICTS.

Name of District.	No. of Members.	Weekly Rent Paid.
Redruth	37	3/–
St. George's	86	,,
Arbroath	87	,,
Barrhead	29	,,
Dunfermline	18	,,
·5 per cent.	257	3/–
Bacup	31	3/6
Macclesfield	39	,,
Ripley	35	,,
Johnstone	231	,,
Kilmarnock	230	,,
Kirkcaldy	128	,,
Renfrew	91	,,
Drogheda	28	,,
13 per cent.	813	3/6
Burnley	186	4/–
Chorley	43	,,
Colne	28	,,
Glossop	103	,,
Heywood	136	,,
Holyhead	42	,,
Hull	1,137	,,
Leeds	2,206	,,
Leigh	110	,,
Merthyr	40	,,
New Mills	45	,,
Newark	44	,,
Sowerby Bridge	192	,,
Stanningley	80	,,
Todmorden	101	,,
Wolverton	47	,,
Aberdeen	269	,,
Coatbridge	66	,,
Dundee	634	,,
Forfar	11	,,
Waterford	20	,,
10 per cent.	5,540	4/–
Accrington	90	4/6
Barnsley	105	,,
Bingley	22	,,
Bolton	1,388	,,
Bury	495	,,
Halifax	597	,,
Ipswich	174	,,
Keighley	497	,,
Llanelly	49	,,
Mexbro'	88	,,
Neath	89	,,
Middleton	46	,,
Penistone	24	,,
Radcliffe Bridge	89	,,
Preston	354	,,
Stockport	296	,,
Wakefield	139	,,
Wigan	125	,,
Wolverhampton	299	,,
Edinburgh	442	,,
Motherwell	41	,,
Paisley	332	,,
Belfast	1,515	,,
Newry	76	,,
13·2 per cent.	7,822	4/6
Aberdare	42	5/–
Ashford	65	,,
Bedford	48	,,
Blackburn	502	,,
Bridgend	24	,,
Chepstow	37	,,
Chester	151	,,
Burton-on-Trent	112	,,
Carlisle	95	,,
Crewe	997	,,
Darlington	182	,,

Name of District.	No. of Members.	Weekly Rent Paid.
Darwen	103	5/–
Gainsboro'	144	,,
Hartlepool	556	,,
Lincoln	241	,,
Loughboro'	75	,,
Newcastle	4,042	,,
Newton	176	,,
Newton Abbot	39	,,
Nottingham	812	,,
Norwich	106	,,
Oldham	1,858	,,
Oswestry	39	,,
Peterboro'	107	,,
Poole	19	,,
Ramsbottom	62	,,
Workington	92	,,
York	175	,,
Glasgow	2,520	,,
Greenock	547	,,
25·2 per cent.	13,968	5/–
Ashton-under-Lyne	816	5/6
Birmingham	1,754	,,
Bristol	488	,,
Coventry	422	,,
Derby	462	,,
Devonport	558	,,
Gloucester	100	,,
Grantham	96	,,
Great Grimsby	150	,,
Lancaster	104	,,
Manchester	5,134	,,
Middlesbro'	471	,,
Northampton	36	,,
Sheffield	940	,,
St. Helens	109	,,
Southampton	460	,,
Stafford	80	,,
Stockton	700	,,
Watford	75	,,
Worcester	91	,,
23·5 per cent.	13,036	5/6
Barrow-in-Furness	513	6/6
Colchester	101	,,
Faversham	16	,,
Leicester	156	,,
Portsmouth	547	,,
Rochester and Strood	59	,,
Sheerness	119	,,
Swindon	772	,,
Dublin	352	,,
Dundalk	62	,,
4·8 per cent.	2,697	6/6
Enfield	221	7/6
Liverpool	1,773	,,
Northfleet	57	,,
3·7 per cent.	2,051	7/6
Cardiff	940	8/0
1·7 per cent.		
London	8,186	9/0
14·7 per cent.		
Newport	365	10/0
·66 per cent.		
Brighton	156	10/6
·28 per cent.		
Average Rent paid by	55,281	5/9¼

8. Districts in which 53 hours constitute a Week's Work.

Name of District.	No. of Members.
Ashton-under-Lyne	816
Birmingham	1,754
Blackburn	502
Bolton	1,388
Burnley	186
Bury	425
Darwen	103
Darlington	182
Great Grimsby	150
Halifax	597
Hartlepool	556
Hull	1,137
Leigh	110
Manchester	5,134
Middlesboro'	471
Newcastle	4,042
Middleton	46
Newton	176
Oldham	1,858
Radcliffe Bridge	89
Sowerby Bridge	192
Stockport	296
Stockton	700
Todmorden	101
York	175
38·4 per cent.	21,256

9. Districts in which the Sanitary conditions of the Workshops are Good.

Name of District.	No. of Members.
Aberdare	42
Accrington	90
Ashford	65
Bacup	31
Barnsley	105
Barrow-in-Furness	513
Bedford	48
Bingley	22
Bridgend	24
Brighton	156
Burnley	186
Cardiff	940
Carlisle	95
Chorley	48
Colne	28
Coventry	422
Crewe	997
Darlington	182
Derby	462
Devonport	558
Enfield Lock	221
Faversham	16
Gainsboro'	144
Glossop	103
Grantham	96
Hartlepool	556
Heywood	136
Holyhead	42
Ipswich	174
Leicester	156
Macclesfield	39
Merthyr	40
Middleton	46
Newton Abbot	39
Oswestry	39
Penistone	24
Portsmouth	547
Ramsbottom	62
Redruth	37
Swindon	772
Todmorden	101
Watford	75
Workington	92
Wolverton	47
Dunfermline	18
Forfar	11
Kirkcaldy	128
Renfrew	91
Drogheda	28
Dundalk	62
16·2 per cent.	8,951

10. Districts in which the Sanitary conditions of the Workshops are Bad, and need Inspection.

Name of District.	No. of Members.
Ashton-under-Lyne	816
Birmingham	1,754
Blackburn	502
Bolton	1,388
Bristol	488
Burton-on-Trent	112
Bury	495
Chepstow	37
Chester	151
Colchester	101
Darwen	103
Gloucester	100
Great Grimsby	150
Halifax	597
Hull	1,137
Keighley	497
Lancaster	104
Leeds	2,206
Leigh	110
Lincoln	241
Llanelly	49
Liverpool	1,773
London	8,136
Loughboro'	75
Manchester	5,134
Mexborough	38
Middlesboro'	471
Neath	89
Newcastle	4,042
New Mills	45
Newark	44
Newport	365
Newton	176
Northampton	36
Northfleet	57
Norwich	106
Nottingham	812
Oldham	1,885
Peterborough	107
Poole	19
Preston	354
Radcliffe Bridge	89
Ripley	35
Rochester	59
Sheerness	119
Sheffield	940
St. George's	86
St. Helens	109
Stafford	80
Stanningley	80
Stockport	296
Stockton	700
Southampton	450
Sowerby Bridge	192
Wakefield	139
Wigan	125
Wolverhampton	299
Worcester	91
York	175
Aberdeen	269
Arbroath	87
Barrhead	29
Coatbridge	66
Dundee	634
Edinburgh	442
Glasgow	2,520
Greenock	547
Johnstone	231
Kilmarnock	230
Motherwell	41
Paisley	332
Belfast	1,515
Dublin	352
Newry	76
Waterford	20
	46,330
	83·8 per cent.

APPENDIX XLVIII.

[In a letter (dated March 7th, 1893) to Mr. Drage the Witness said as follows:—"I regret to state that up to "date I have not been able to obtain a copy of the character note . . . . . I may add that I have made "several applications or endeavours to obtain the character note, but, as I state, without success." However, in a further letter (dated March 11th) the Witness says: "I enclose you a character note which I have obtained, but . . . I am doubtful as to its being the one in general use by the members of the Employers' Association." This note is therefore here printed omitting the name of the Firm using it.—G. D.]

Employment of Workmen.

Memorandum _____ 188

From ——— & Co., Limited,

To

_____ has applied here for employment as a _____ Will you kindly answer the following inquiries with regard to him, by return?

1. Has the applicant been in your employment? if so, how long? and how engaged?	
2. When did he leave your employment?	
3. What was the cause of his leaving?	
4. Is he at present free from any engagement with you?	
5. What rate of wages did he receive?	

6. General Remarks:—

APPENDIX XLIX.

Associated Blacksmith's Society.

Donation and Strike Benefit from 1857 to the close of 1891.

Year.	Donation.	Strike Benefit.	Year.	Donation.	Strike Benefit.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
1858	—	—	1876	604 2 5	43 12 5
1859	224 17 10	—	1877	650 3 3	1,355 8 10
1860	51 9 1	—	1878	1,391 4 11	481 6 4½
1861	110 9 0	—	1879	3,371 10 8	153 14 8
1862	281 16 11	—	1880	650 7 6	51 12 4
1863	112 15 4	—	1881	328 11 5	10 16 4
1864	37 2 9	—	1882	198 7 3	42 7 4
1865	37 13 9	130 10 0	1883	397 10 10	166 14 9
1866	376 14 7	2,523 0 0	1884	3,472 2 6	275 18 6
1867	1,424 7 2	500 0 0	1885	4,089 9 7	—
1868	648 6 3½	4 10 10	1886	2,923 10 2½	—
1869	280 0 2	—	1887	1,990 6 9	0 14 0
1870	221 14 4	—	1888	650 11 8½	86 13 0
1871	173 1 3	1 15 0	1889	234 6 8½	314 0 5½
1872	175 0 7	166 7 9	1890	449 7 6	42 8 4
1873	72 6 9	49 9 6	1891	660 7 9	220 9 8
1874	106 18 8	636 18 9			
1875	395 15 2	240 3 0		26,792 10 7	7,498 11 10

Of the strike benefit over 3,000*l.* has been paid in connection with disputes in which our members had no voice or control.—J. I.

APPENDIX L.

STEAM ENGINE MAKERS' SOCIETY.

Table showing Total Cost for Donation to Unemployed Members, Railway Fares and Travelling Allowance to Members in search of, or going to, Situations; also Total Expenditure on account of Contingent Benefit from 1875 to 1891. with the Average Cost per Member, based on the Number of Members in the Society at the end of each Year.

Year.	Cost of Railway Fares to Situations for Unemployed.	Average per Member.	Payments to Unemployed Members.	Average per Member.	† Contingent Benefit.	Average per Member.	Percentage of Unemployed.	Average Number of Unemployed per Month.	Total Members.
	£ s. d.	s. d.	£ s. d.	s. d.	£ s. d.	s. d.			
1868	334 8 7	2 3¾	3,278 11 7	22 9¾	—	—	5·7	163	2,873
1869	267 19 10	1 10¾	3,363 0 2	23 11¾	—	—	5·4	151¼	2,805
1870	266 3 10½	1 10¾	2,640 12 8	18 11¾	—	—	2·2	61¼	2,783
1871	88 11 9	0 6¾	913 15 10	5 11¾	—	—	0·58	18½	3,063
1872	48 0 6	0 3¼	543 1 2	3 2¼	—	—	0·53	18	3,392
1873	61 7 3	0 4	739 2 1	4 2¼	—	—	0·65	23	3,527
1874	67 16 6	0 4¼	1,179 17 5	6 4¾	—	—	0·81	29⅓	3,768
*1874	67 2 9	0 4¼	563 0 2	2 11¾	—	—	—	—	—
1875	116 10 5½	0 7	1,409 9 7	7 3¼	166 4 8	0 10¼	1·2	49	3,871
1876	138 1 10	0 8	2,165 14 8	10 11¾	177 0 0	0 10¾	2·0	79½	3,938
1877	152 15 4	0 8¼	2,964 4 5	14 4½	139 10 6	0 8	2·7	111¼	4,124
1878	331 4 1½	1 6¾	5,242 6 7	24 8	221 8 0	1 0⅓	4·7	204	4,247
1879	145 12 5⅓	0 8½	8,401 16 6	41 3¼	1,225 4 3	6 0	10·1	414	4,071
1880	140 15 1	0 8	3,431 10 1½	16 7	120 15 8	0 7	3·5	146½	4,134
1881	125 3 8	0 6¾	2,492 12 8	11 4¼	70 14 2	0 3¾	2·1	92½	4,387
1882	75 2 0⅓	0 3¾	1,472 18 2	6 5	90 5 4	0 4⅙	1·1	52½	4,591
1883	92 14 11½	0 4½	1,876 17 8	7 10½	125 10 10	0 6¼	1·4	68	4,762
1884	86 9 0	0 4	3,061 14 5	12 5½	83 4 2	0 4	2·6	129	4,910
1885	160 11 11½	0 7½	4,886 9 6	19 3½	138 10 10	0 6½	4·4	224	5,062
1886	83 15 2½	0 3¾	5,822 17 5	22 11	136 16 10	0 6¼	5·8	297	5,079
1887	92 6 8½	0 4¼	5,988 15 11½	23 6¾	1,051 1 0	4 1½	5·8	298¾	5,080
1888	164 17 11	0 7½	2,883 6 0	11 1¾	115 0 0	0 5⅓	2·6	136⅔	5,165
1889	93 15 8½	0 4	1,299 9 7½	4 8¾	121 1 3	0 5¼	0·93	51	5,500
1890	62 6 7½	0 2½	1,285 16 10	4 5	181 7 6	0 7¼	0·67	38⅔	5,822
1891	88 15 8½	0 3⅔	2,208 13 5	7 4¾	183 6 8	0 7¼	1·4	83⅓	5,965

* Prior to 1874 the Annual Reports were made up to May 31st each year, but in 1874—to conform to the Trades Union Act—were made up to December. The second Report for 1874 was therefore from June to December, and the latter month closes the account in each of the following years.

† This Fund was created by Revision of Rules in 1874.

APPENDIX LI.

and Confidential. April, 1890.

The Thames Iron Works and Shipbuilding Co. (Limited).

Proposed Scheme for Profit Sharing.

Objects.

o unite the interests of all concerned in these and to provide that the workmen shall pate in the prosperity of the Company.

o prevent the friction, waste, and consequent ising from antagonistic views as to the relative of capital and labour under the varying ons of trade.

o emphasize the fact that in this business, the labour-item represents more than one-half total expenditure, it is in the power of the en by their individual exertions so to improve ork and to economize the cost of labour, as to the Company to give them a share of the profits the business may be made to command.

Proposed Conditions.

hat after reserving the sum of 23,750*l.* per annum rest upon the shareholders existing capital, the ider of the profits shall each year be equally l between the Company and those in their y.

hat the accounts of the Company shall be kept e balance sheet drawn up in the same manner etofore, and that the amount which becomes le among the employees under this scheme shall ly certified by the auditor of the Company, who e a chartered Accountant.

hat the sum thus certified shall be placed in the of a representative council consisting of 16 ers, 8 of whom shall be nominated by the any, and the remainder elected by the workmen among the different trades in a manner that shall ter be agreed upon.

hat the sum thus found to be due on the working year, from the 1st January to the 31st December, e paid to the representative council, not later the month of April following, when the said l shall declare a dividend of so much in the , representing the proportion between the said of profits and the total amount of wages paid by mpany during the said year.

hat such dividend so declared, shall be payable persons in the service of the Company upon the t of salary or wages received by them during id year, provided always that no one shall be d to any share of such dividend unless he shall have been six months in the year in the service of the Company.

6. That in the event of any workman having been employed by the Company for six months in any year, and thereafter being discharged owing to slackness of trade, he shall upon his discharge be entitled to a ticket stating the total amount of wages he has received during that period of service, upon which ticket he shall be entitled to claim his share of the dividend (if any) declared in the ensuing month of April.

7. That such balance of profits as shall remain in the hands of the representative council and which would represent the dividend upon the proportion of wages paid to men who have not completed the six months' service, shall form the basis of a provident fund which shall be administered by the said council for the benefit of the workmen generally in a manner that shall hereafter be agreed upon.

8. That to encourage thrift the said representative council, after the declaration of dividend shall, whenever required to do so, instead of paying the dividend in cash, give a voucher for the amount bearing interest at five per cent., which voucher and interest shall be a claim upon the funds at the disposal of the said council.

9. The cost of the necessary clerical staff for keeping the accounts relating to the receipt and distribution of the said dividends, and the proposed provident fund shall be borne by the Company, but the books relating to the same shall be open to the inspection and shall be under the control of the representative council.

10. That prior to the final acceptance of this agreement, a poll shall be taken of all the Company's employees, who shall be asked to vote either in favour of it, against it, or neutral; and in the event of a majority of those voting being in favour of it, a poll shall subsequently be taken for the elective portion of the representative council, and the said council being duly nominated and elected in accordance with these preliminary rules shall then proceed to discuss and formulate the definitive rules, submitting to the directors any modifications that a majority of them may be in favour of, such modifications however being subject to the veto of the directors.

11. It is understood that the adoption of this scheme will (outside the conditions contained in it) leave the Company and the workmen their entire freedom of action in other respects as heretofore.

12. That this scheme shall hold good between the Company and its employees until the former on the one hand, or the latter through their representatives on the council on the other, shall give a 12 months' notice to determine it.

APPENDIX LII.

e and Confidential.

The Thames Iron Works and Shipbuilding Co. (Limited).

Good Fellowship Scheme.

Principles.

The first principle is unity. Without unity no ess can prosper; "a house divided against itself fall."

means by which this sympathy of common st can be created is that of fellowship working, ned with fellowship profits.

purpose of this scheme is to increase the possible igs of each workman in the yard; but the prin- of the application is altogether opposed to that of e-work," as it is popularly understood, which s each man independent of his neighbour, and the way for many of the troubles which have so livided the best interests of capital and labour.

Piece-work is too often the expression of solitary selfishness, which is the death-doom of social prosperity.

2.—The second principle is that of "Individual interest." A dead level of fixed daily rates, without bonus, and without overtime, tends to general stagnation and apathy. Just as the great Napoleon declared that every soldier in the ranks carried in his haversack a marshal's baton, so in these works every workman should feel that he can raise himself by ability and effort to the proudest position in the Company's employ.

3.—The third principle of good fellowship is profix. There can be no doubt that good workmen, well led and well organised, can command large profits. Almost every job that comes into the yard, if properly handled,

might return to the workman more than the daily rates upon which his week's wages are based. Good workmen and good wages stand to each other in the relation of cause and effect; good wages attract good workmen; and good workmen, if they do their duty, make the profits from which good wages can be paid.

4.—The fourth principle of good fellowship is equality of profit, division in proportion to wages paid.

All bonus payments are liable to charges of partiality and favouritism, and, as a rule, bear no exact relation to the cost of the job on which they are made.

Method of Application.

Rules.

1.—Every workman will be employed by the company upon a fixed daily rate.

2.—The labour value of every job will be determined by the estimate in the tender upon which the contract has been taken, and will form the basis for all subsequent divisions of profits.

3.—At the close of every month, account will be taken of all jobs finished in the course of that month, and any margin of profit over and above the sum of the weekly wages expended upon them will be divided amongst the workmen of the department where the work has been carried out, in proportion to the wages that they have received.

4.—In no case will more than 25 per cent. or 5*s.* in the 1*l.* profit-balance be paid in any given month. Should the sum of the profit-balances in any given month exceed 25 per cent. upon the wages paid in that department during the month, then the balance will be handed over to a central fund, which will become available for the help of lean months, and which will accumulate as a workman's reserve against rainy days.

In no case will any profits paid to this reserve fund become available for the Company's use. It will belong to the workmen, and will be placed under their representatives' control.

5.—In connection with this scheme, fellowship-piecework will be arranged where convenient. In some trades, *e.g.*, labour, it is quite impossible to work piecework, because no accurate division of men, money, or time can be made. Whereas, in the case of rivetters, drillers, caulkers, etc., an exact analysis can be made, then the trade employed will be allowed to work piecework in fellowship. That is to say, all the rivetters, drillers, etc., upon any particular job, will be grouped together under their trades. Each man will be paid his daily rate, and at the end of each week any balance of profit over and above the weekly wages paid will be divided among the workmen in proportion to the wages they have received.

6.—All other workers in any given department—draughtsmen, clerks, foremen, leading hands, mechanics, labourers, boys, etc.—will alike share in the distribution of monthly profit, which, as has been said before, will be made in proportion to the wages paid.

7.—All monthly divisions of profit will be run out at the rate of pennies in the pound. Any fractional remainder will be placed to the credit of the reserve fund. Thus, if 5,000*l.* has been paid in any department in wages upon jobs completing in a given month; and the cost value of these jobs, as per estimate, is 6,000*l.*, then a balance of profit of 1,000*l.* will become divisible amongst the workmen of that department in proportion to the wages they have respectively received. In other words, every workman will receive a profit payment of 4*s.* for every 1*l.* in wages that he has received.

8.—In the case of work coming from the shops, *e.g.*, foundry, the cost value will be fixed by weight or measurement, in accordance with the detail drawings.

In the case of forgings, smithings, etc., their cost value will be fixed in accordance with forge drawings, which will be furnished for every job; and any profits made will be calculated from the net weights, in accordance with the dimensions thereon shown.

A. F. Hills.

APPENDIX LIII.

Thames Iron Works and Shipbuilding Company Superannuation, Pension Insurance Fund.

B.—Aims and Objects.

1. To prevent the possibility of any workman finding himself in a state of destitution through the changes and chances of life.

2. To provide pensions for old age, when it is easier to rest than to work.

3. To ensure the comforts of home to all faithful servants of the Company.

4. To emphasize the fact that the health, wealth, and happiness of the workmen are the first conditions of the Company's prosperity.

General Conditions.

1. The principle upon which this Scheme for the benefit of the workmen is established is perfect liberty, and therefore all membership in it will be purely voluntary.

2. It is further intended that the speculative element of ordinary assurance shall be discouraged; and the scheme will take more the form of individual investment.

3. It follows from this, that all premiums paid by members, plus simple interest, will (subject to special exceptions noted hereafter) be returnable.

4. To encourage the spirit of prudential thrift, the Company will pay into the fund at the close of each year a sum equal to the premiums paid by members, but this contribution of the Company's will be subject to special conditions noted hereafter.

5. The benefits under this scheme will be applicable to the following cases—

(1) Discharge { (α) owing to misbehaviour. (β) owing to slackness of work. (γ) owing to retirement.
(2) Temporary Incapacity owing to illness.
(3) Temporary Incapacity owing to accident.
(4) Incapacity owing to old age
(5) Death.

6. Membership in these funds can commence at any age, after admission to the Company's service.

Superannuation (unless for special reasons) will commence at the age of 64.

7. The premiums to be paid by any member in these funds will be 2½ per cent. upon wages paid (fractions of the pound being represented as follows) :—

1½*d.*	for every	5/–	or under.
3*d.*	,,	10/–	,,
4½*d.*	,,	15/–	,,
6*d.*	,,	£1	,,

8. The benefits, under the various headings of Discharge, Sickness, Accident, Superannuation and Death will be as follows :—

(α) In the case of discharge for misbehaviour the members can claim all back money at the rate of 5*s.* per week, without interest and without Company's premium. These payments may by consent of managing committee be commuted into a lump sum payment.

(β) In the case of discharge owing to slackness of work the members can claim pension at the rate of 10*s.* per week for a period of 10 weeks (this period can be extended at the discretion of managing committee); but shall in no case continue beyond the exhausion of his investment fund—which represents the premiums paid by himself plus 4 per cent. simple interest, plus such portion of the Company's contribution as may become due under his term of service.

(γ) In case of any member retiring from the service of the Company, he shall be entitled to withdraw his invested fund; this shall be made in a lump sum (or by weekly payment) at the discretion of managing committee, and shall be subject to the rules as to the payment of Company's premium.

(δ) In the event of sickness a member shall be entitled to claim sick-pay at the rate of 10*s.* a week for a period of 10 weeks (this may be extended at the discretion of the managing committee), but shall in no

se continue beyond the exhaustion of investment nd.

(e) In the event of accident, a member shall be ititled to claim sick-pay at the rate of 10*s.* per week r 10 weeks (this may be extended at the discretion the managing committee) but shall in no case ntinue beyond the exhaustion of investment fund.

(f) In the event of superannuation for old age or firmity (this to be decided by managing committee), a mber shall be entitled to claim a weekly pension cording to the tables appended; which may at the scretion of the managing committee be commuted to a lump-sum payment.

(g) In the event of death, all unexhausted premiums, bject to rules as to Company's premiums, shall be yable to executors or next of kin of deceased in ekly payments or lump-sum payment, according to scretion of managing committee.

9. The payment of the accumulated premiums of Company shall be made as follows:—

1 year's service	—	of Company's preminm plus 4 p. c. simple interest.				
2 „	„	—	„	„		
.	.	.	.	.	.	
.	.	.	.	.	.	
39 „	„	—	„	„		
40 „	„	—	„	„		

10. No superannuation pensions shall commence before the age of 50, or of 20 years' service in Company, they shall be paid according to the following tables:—

Age		£	*s.*	*d.*
51	In every 50*l.* of Investment fund 1 weekly premium of			—
52	In every 50*l.* of Investment fund 1 weekly premium of			—
	. . . . .			
	. . . . .			
63	In every 50*l.* of Investment fund 1 weekly premium of			—

APPENDIX LIV.

Form of Character Note.

Memorandum_____ 18

rom

Earle's Shipbuilding and Engineering Co., Ld.,

Hull.

To

_____

_____

_____ has applied to us for Employment a _____ and states that he was last employed by you, under shop No. _____

Will you kindly answer the following inquiries with regard to him, and return the form at your earliest nvenience?

as he employed in the above capacity?

ow long was he with you?

hen did he leave?

r what reason?

as his conduct satisfactory?

he a good Workman?

hat Wages did you pay him?

he at present free from any engagement with you?

ENERAL REMARKS:—

Signature _____

ate _____ 18

APPENDIX LV.

Earle's Shipbuilding and Engineering Co., Ld.

Shipyard.

(*a*) Statement showing the Average Actual Earnings of the under-mentioned Classes of Workmen during the last two Years—June 1890 to July 1892.

Classes of Workmen.	Standard Rate of Pay per 53 hours.	Actual Earnings Day-work.	Actual Earnings of Piece-work Men.	Classes of Workmen.	Standard Rate of Pay per 53 hours.	Actual Earning Day-work.	Actual Earnings of Piece-work Men.
	s. d.	*s. d.*	*s. d.*		*s. d.*	*s. d.*	*s. d.*
Carpenters - -	34 6	34 2	—*	A. Iron Smiths - -	39 0	30 5	77 8
Job - - -	33 0	32 2	—*	Holders-up - -	27 0	29 5	45 5
Labourers -	21 6	21 10	—*	Caulkers and Chippers -	33 0	36 0	60 1
Platers - - -	38 0	33 0	77 0	Drillers - -	22 6	25 6	39 9
Rivetters - -	33 0	36 0	60 4	Smiths - -	32 6	28 3	58 3

25th July 1892.

* These trades do not work piece rates.

APPENDIX LVI.

Elswick Works.—Ordnance Department.

Newcastle-upon-Tyne,_____18

_____has applied to us for employment as a_____representing that he was last employed by you about_____ago, his Foreman's Name being_____.

We shall feel greatly obliged if you will fill in the particulars asked for on the other side, and forward the same to us by return.

We are,
Your obedient Servants,
For Sir W. G. ARMSTRONG, MITCHELL, & CO., Limited.

_____

_____ worked for us for_____years, _____ months, as a _____ he conducted himself_____and was a_____workman his wages were _____ per _____ he left us on the _____of_____18_____for the following reason_____

_____

Signature_____

APPENDIX LVII.

EXTRACTS from the APPENDIX CONTAINED in the "REPORT by Mr. FORWOOD on MEMORIALS "PRESENTED to the LORDS COMMISSIONERS of the ADMIRALTY by the WORKMEN "employed in H.M. DOCKYARDS and VICTUALLING YARDS at HOME; together with "MINUTES of EVIDENCE and APPENDICES."

APPENDIX No. II.

TABLE showing the AVERAGE HOURS worked and AVERAGE WAGES earned per WEEK, DAY PAY and PIECE, at the FIVE LEADING SHIPBUILDING ESTABLISHMENTS at Barrow and on the Thames, Mersey, Tyne, and Clyde, in the years 1886 and 1890, in comparison with H.M. Dockyards; and similar particulars based on the Mean of the Rates paid between 1886 and 1890 compared with the proposed Revision of Pay for the Dockyards, calculated on the hours worked in the latter Establishments, &c.

TABLE showing a Comparison between the WAGES PAID and HOURS WORKED at H.M. DOCKYARDS (*See* also

DESCRIPTION OF TRADE.	PRIVATE SHIPBUILDING, ETC.																			
	Yard No. 1.						Yard No. 2.						Yard No. 3.							
	Hours worked per week.		Average Earnings per week.				Hours worked per week.		Average Earnings per week.				Hours worked per week.		Average Earnings per week.					
			Day Pay.		Piece Work.				Day Pay.		Piece Work.				Day Pay.		Piece Work.			
	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.		
SHIPBUILDING.																				
Mechanics:—																				
Shipwrights	54	54	30 5	36 0	..	..	54	54	33 0	38 6	..	..	54	54	42 0	42 0				
Ship Fitters	54	54	27 7	32 7	49 6	58 6	54	53	28 0	35 0	..	..	54	54	31 6	31 0				
Joiners	54	54	30 11	34 4	..	..	54	54	31 0	36 6	..	..	54	54	39 0	39 0				
Platers	..	..	..	..	..	..	54	54	32 0	36 6	64 6	87 0	54	54	44 6	44 6				
Rivetters	54	54	24 9	33 2	54 0	89 3	54	54	30 0	34 6	51 0	64 6	54	54	44 6	44 6				
Caulkers	54	54	24 9	33 2	33 9	58 6	54	54	30 0	34 6	49 6	63 0	..	..	..	..				
Smiths	54	54	27 0	32 1	37 2	46 8	54	54	31 0	35 0	..	..	54	54	36 0	36 0				
„ Hammermen	54	54	16 11	20 3	24 9	30 5	54	54	19 0	23 0	..	..	54	54	25 6	25 6				
„ Angle	54	54	..	..	40 6	58 6	54	54	32 0	36 0	61 6	84 0	..	..	..	..				
„ „ Hammermen	54	54	..	..	27 0	31 6	54	54	30 0	36 0	..	..	..	..	..	..				
Painters	54	54	31 6	33 9	..	..	54	54	28 0	32 0	..	..	..	..	..	..				
Patternmakers	54	54	29 3	36 0	..	..	..	..	..	..	..	..	..	..	..	..				
Riggers	54	54	24 9	28 2	..	..	..	..	..	..	..	..	..	..	..	..				
Sawyers	54	54	29 3	31 6	..	..	..	..	..	..	..	..	..	..	..	..				
Plumbers	54	54	31 6	33 9	..	..	..	..	..	..	..	..	..	..	..	..				
LABOURERS.																				
Skilled:—																				
Drillers, Hand	54	54	..	..	33 9	42 9	54	54	19 0	23 0	30 0	37 0	..	..	..	..				
„ Machine	..	..	..	..	..	..	54	54	22 0	25 0	..	..	54	54	28 6	28 6				
Assisting Frame-turners	..	..	..	..	..	..	54	54	27 6	33 0	..	..	..	..	..	..				
Dockside	..	..	..	..	..	..	54	54	19 0	22 0	..	..	..	..	..	..				
Iron Caulkers	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	..	..	..	..				
Painters' Assistants	54	54	20 3	22 6	..	..	54	54	19 0	22 0	..	..	..	..	..	..				
Plate Helpers	..	..	..	..	..	..	54	54	18 0	19 0	25 0	30 0	..	..	..	..				
Rivetters	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)				
„ Holders-up	54	54	16 11	24 9	36 7	66 7	..	..	..	..	..	..	..	..	..	..				
Attending Planing Machines	..	..	..	..	..	..	54	54	27 0	31 0	..	..	..	..	..	..				
Fitters' Assistants	54	54	15 9	17 5	..	..	..	..	..	..	..	..	54	54	28 6	28 6				
Others	54	54	16 11	19 2	..	..	..	..	..	..	..	..	..	..	..	..				
Mean Rate	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..				
Unskilled	54	54	15 9	18 0	..	..	54	54	17 6	19 0	..	..	54	54	23 0	23 0				
ENGINE AND BOILER WORKS.																				
Mechanics:—																				
Fitters	54	54	30 5	34 11	..	..	54	53	30 0	35 0	..	..	54	54	39 0	39 0				
Smiths	54	54	30 11	36 0	..	..	54	53	30 0	35 0	..	..	..	..	..	..				
„ Hammermen	54	54	18 0	22 6	..	..	54	53	19 0	21 0	..	..	..	..	..	..				
Boilermakers	54	54	29 3	34 0	..	..	54	53	35 0	39 6	99 0 (f)	108 0 (f)	54	54	44 6	44 6				
Rivetters	54	54	31 6	37 8	..	..	54	53	32 0	37 0	81 0	90 0	..	..	..	..				
Founders	54	54	29 3	34 4	..	..	..	..	..	..	..	..	..	..	..	..				
Drillers	54	54	21 5	24 9	..	..	..	..	..	..	..	..	..	..	..	..				
Patternmakers	54	54	31 6	38 3	..	..	..	..	..	..	..	..	..	..	..	..				
Coppersmiths and Tinsmiths	54	54	30 5	33 9	..	..	..	..	..	..	..	..	..	..	..	..				
LABOURERS.																				
Skilled:—																				
Holders-up	54	54	20 3	25 11	..	..	54	53	26 0	30 0	59 0	66 0	..	..	..	..				
Founders' Assistants	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..				
Boilermakers' Assistants	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..				
Fitters'	..	..	..	..	..	..	..	..	..	..	..	..	54	54	28 6	28 6				
Coppersmiths' Assistants	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..				
Others	54	54	18 0	21 5	..	..	54	53	22 0	25 0	..	..	..	..	..	..				
Mean Rate	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..				
Unskilled	54	54	15 9	19 8	..	..	54	53	18 0	21 0	..	..	54	54	23 0	23 0				

Approximate average earnings of each trade when employed on piece-work. Time and ¼ to Time and ½.

(a) Work done by Shipwrights and Smiths. (b) Work done by Shipwrights and Skilled Labourers. (c) Work done by Mechanics.
(d) Approximate average earnings when employed on piece work—Time and ¼.
(e) Do. do. do. Time and ¼ to Time and ½.

ESTABLISHMENTS.																			
Yard No. 4.						Yard No. 5.						H.M. DOCKYARDS.				Weekly Mean of the Rates of Private Yards between 1886 and 1889.		Weekly Mean at proposed Day Pay Rates in H. M. Dockyards.
Hours worked per week.		Average Earnings per week.				Hours worked per week.		Average Earnings per week.				Hours worked per week.		Average Earnings per week (Established Rates in italics).		On the basis of the hours actually worked in them and paid for.	On the basis of the Dockyard hours.	
		Day Pay.		Piece Work.				Day Pay.		Piece Work.				Day Pay.				
1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.	1886.	1890.			
		s. d.	s. d.	s. d.	s. d.			s. d.	s. d.	s. d.	s. d.			s. d.	s. d.	s. d.	s. d.	
54	54	37 6	39 9	..	..	54	54	30 6	36 0	..	..	50½	50½	30 3 *30 0*	30 7 *30 0*	36 7	34 1	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½	32 9 *31 10*	33 0 *32 2*	31 2	29 1	
54	54	31 0	36 6	..	..	54	54	30 0	35 0	..	..	50½	50½	27 7 *27 0*	27 8 *27 0*	34 4	32 0	
54	54	34 6	40 0	(d)	(d)	54	54	30 0	37 3	37 6	80 6	(a)	(a)	(a)	(a)	37 5	34 10	
54	54	28 0	35 0	(d)	(d)	54	54	30 0	35 0	41 0	70 6	(b)	(b)	(b)	(b)	33 11	31 7	
54	54	24 0	35 0	..	..	54	54	30 0	35 0	47 0	74 0	50½	50½	29 3 *30 0*	30 0 *30 0*	30 10	28 9	
54	54	33 6	38 0	(d)	(d)	54	54	29 0	35 0	47 6	71 6	50½	50½	29 1 *31 5*	29 7 *31 6*	33 1	30 10	
54	54	22 0	22 6	(e)	(e)	54	54	19 0	21 0	30 0	33 6	50½	50½	20 3 *22 4*	20 2 *22 0*	21 6	20 0	
54	54	35 0	41 0	(d)	(d)	..	..	..	..	..	..	..	..	..	..	36 0	33 7	
54	54	22 0	22 6	(e)	(e)	..	..	..	..	..	..	..	..	..	..	27 8	25 9	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½	23 4 *25 5*	23 8 *25 5*	31 4	29 2	
..	..	..	..	..	..	..	..	..	..	..	..	..	50½	.. *26 0*	33 5	32 8	30 5	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½	23 8 *24 4*	23 10 *24 2*	26 6	24 8	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½	25 6 *23 6*	.. *23 6*	30 5	28 4	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½	26 10 *28 6*	27 10 *28 6*	32 8	30 5	
54	54	21 0	22 0	..	..	54	54	21 0	24 0	28 0	51 0	50½	50½		19 5 *19 6*	21 8	20 2	
54	54	20 6	22 0	..	..	..	..	..	..	..	..	50½	50½		19 3 *19 6*	24 5	22 9	
..	..	..	..	..	..	..	..	..	..	..	..	..	..		..	30 3	28 2	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½		21 5	20 6	19 1	
(c)	(c)	(c)	(c)	..	..	(c)	(c)	(c)	(c)	(c)	(c)	50½	50½		20 5 *19 6*	..	..	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½	20 2 *19 6*	19 3 *19 6*	20 11	19 6	
54	54	18 0	20 0	(e)	(e)	..	..	..	..	..	..	50½	50½		18 6 *19 6*	18 9	17 6	
(c)	(c)	(c)	(c)	..	..	(c)	(c)	(c)	(c)	(c)	(c)	50½	50½		20 0 *19 6*	..	..	
54	54	22 0	28 6	(e)	(e)	..	..	..	..	..	..	50½	50½		20 0 *19 6*	23 1	21 6	
..	..	..	..	..	..	..	..	..	..	..	..	..	..		..	29 0	27 0	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½		20 11 *19 6*	22 7	21 1	
54	54	20 6	22 0	..	..	54	54	24 0	26 0	..	..	50½	50½		20 5 *19 6*	21 5	20 0	
..	..	..	..	..	..	..	..	..	..	..	..	..	..	20 2 *19 6*	20 0 *19 6*	23 4	21 9	
54	54	17 6	19 0	..	..	54	54	18 0	19 0	..	..	50½	50½	16 2 *16 6*	16 1 *16 6*	19 0	17 8	
54	54	31 0	35 6	..	..	54	54	29 6	35 0	..	..	50½	50½	34 5 *34 8*	35 0 *35 0*	34 0	31 8	
54	54	35 0	40 0	..	..	54	54	34 0	42 6	..	66 0	(g)	(g)	(g)	(g)	35 6	33 1	
54	54	22 0	22 6	..	..	..	..	..	..	..	..	(h)	(h)	(h)	(h)	20 11	19 6	
54	54	35 6	40 0	..	..	54	54	33 0	40 6	..	60 0	50½	50½	32 11 *32 7*	33 1 *32 7*	37 8	35 1	
54	54	30 0	37 0	..	..	54	54	32 0	37 3	..	..	(i)	(i)	(i)	(i)	34 5	32 1	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½	33 10 *35 4*	34 4 *35 6*	31 10	29 8	
54	54	21 0	22 6	..	..	..	..	..	..	..	..	(j)	(j)	(j)	(j)	22 5	20 11	
54	54	31 0	37 0	..	..	..	..	..	..	..	..	50½	50½	34 6 *34 3*	35 5 *33 10*	34 5	32 1	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½	34 5 *32 5*	34 0 *33 4*	32 1	29 11	
54	54	24 0	30 6	..	..	..	..	..	..	..	..	..	..	..	..	26 3	24 6	
..	..	..	..	..	..	..	..	..	..	..	..				21 4	..	..	
..	..	..	..	..	..	..	..	..	..	..	..				22 3	..	..	
..	..	..	..	..	..	..	..	..	..	..	..	50½	50½	21 3 *19 6*	20 10	28 6	26 7	
..	..	..	..	..	..	..	..	..	..	..	..				20 6 *19 6*	..	..	
..	..	..	..	..	..	54	54	24 4	26 0	..	..				21 3 *19 6*	22 10	21 3	
..	..	..	..	..	..	..	..	..	..	..	..	..	..	21 3 *19 6*	21 6 *19 6*	25 8	23 11	
54	54	18 0	20 0	..	..	54	54	18 0	19 0	..	..	50½	50½	16 6 *16 6*	15 0 *16 6*	19 7	18 8	

(f) Heavy Platers.
(g) Included with Smiths—Shipbuilding.
(h) Included with Hammermen—Shipbuilding.
(i) Included with Boilermakers.
(j) Included with Skilled Labourers—Shipbuilding.

APPENDIX No. IX.

AVERAGE RATES of WAGES PAID at a PRIVATE SHIP-BUILDING YARD.

Information received too late to incorporate in Appendix II.

Trade.	Day work per week of 54 hours. From		To		Leading Rate.		Piece-work per week.	
	s.	d.	s.	d.	s.	d.	s.	d.
SHIP YARD.								
Platers	30	0	39	6	37	0	102	0
„ Helpers	12	0	19	0	17	0	25	0
Riveters	30	0	34	0	34	0	54	0
Linermen	36	6	36	6	36	6	59	0
Caulkers	28	0	38	0	34	0	50	0
Hand Drillers	15	6	15	6	15	6	33	0
Machine Drillers	15	6	15	6	15	6	45	0
„ Planers	15	6	23	0	18	0	38	0
„ Scarfers	15	6	15	6	15	6	65	0
Holders-up	15	0	26	0	26	0	40	3
Joiners	25	0	36	9	33	9	—	
Ship Smiths	25	0	41	0	31	6	62	0
„ „ Strikers	9	0	21	0	19	6	29	0
Angle Iron Smiths	37	0	37	0	37	0	97	0
„ „ „ Strikers	19	6	19	6	19	6	36	0
Finishers	29	0	35	6	29	0	36	0
Patternmakers	25	0	32	0	30	0	—	
Fitters	28	0	36	0	33	0	—	
„ Assistants	9	0	20	0	15	6	—	
Shipwrights	35	0	35	0	35	0	—	
Painters	28	0	35	6	32	0	—	
„ Labourers	14	0	21	6	14	6	35	0
Labourers	13	6	21	0	15	0	—	
Riggers	28	0	34	0	29	0	—	
Sawyers	19	6	33	0	26	6	—	
Sailmakers	30	0	30	0	30	0	—	
Plumbers	26	0	36	0	33	0	—	
ENGINE WORKS.								
Fitters	28	0	35	0	33	0	—	
Patternmakers	34	0	36	0	34	0	—	
Turners	33	0	37	0	34	0	—	
Machine Men	14	0	36	0	27	0	—	
Joiners	26	0	33	9	33	9	—	
Iron Moulders	34	0	39	0	34	0	—	
„ „ Assistants	10	0	18	6	16	0	—	
Brass Moulders	30	0	36	0	34	0	—	
Engine Smiths	24	0	41	6	35	0	58	3
„ „ Strikers	12	0	19	6	19	0	29	0
Boiler Platers in Shop	41	6	41	6	41	6	—	
„ „ Assistants	15	6	15	6	15	6	—	
„ „ in Ship	39	6	39	6	39	6	—	
„ „ Assistants	14	6	14	6	14	6	—	
„ Riveters	36	0	36	0	36	0	—	
„ Holders-up	22	6	25	6	25	6	—	
„ Smiths	24	0	30	0	30	0	—	
„ „ Strikers	15	6	16	6	15	6	—	
„ Machine Drillers	20	0	23	0	20	0	37	0
Hand Drillers	17	0	24	0	20	0	—	
Labourers	14	6	15	6	15	0	—	

4th December 1890.

APPENDIX No. III.

RATES of WAGES paid to WORKMEN at WOOLWICH ARSENAL per Week of 54 hours.

Fitters and Forgers	A.	B.		C.		
	47/-	45/-	44/6	42/-	40/-	
	D.			E.		
	37/6	36/-	35/-	33/6 to 23/6		
Carpenters and Wheelers	F.					
	37/6	35/-	33/-	30/6		
Labourers	Skilled	-	23/6	26/-	28/-	
	Unskilled	-	19/-	21/-		

A. Gauge-makers and special work.

B. Special work of a high class.

C. Forger's heavy work, with a proportion of moulder's.

D. These are mechanics of the ordinary type, and the proportions here are 2,250 against 270 on the higher rates.

E. Mechanics and improvers, principally youths learning their trade in the factories, and advanced from time to time.

F. These men on the higher rates have been advanced, as a rule, from the lower rating, according to ability.

The skilled labourer is commonly called a machinist, and usually employed on a rougher class of work than a mechanic. Some work at lathes, drilling and milling machines, whilst others are employed as sawyers.

3rd October 1890. GEO. M. TAPP.

APPENDIX NO. VII.

MEMORANDUM showing EXTRA MONEY earned in H.M. DOCKYARDS, from 1888-89 to 1889-90, excluding COALING EARNINGS.

YEAR.	Ordinary Wages.	Extra. Tonnage and Task and Job.	Extra. Overtime	Total.
	£	£	£	£
1888-89	1,259,068	20,892	19,096	1,299,056
1889-90	1,258,959	22,447	33,634	1,315,040
24th March to 15th November 1890	860,353	21,214	28,571	910,138

APPENDIX No. VIII.

STATEMENT showing AVERAGE RATES of PAY of certain classes of HIRED MEN employed in the HOME DOCKYARDS for the Years 1886 and 1890.

Yard.	Shipwrights. 1886.		Shipwrights. 1890.		Ship Fitters. 1886.		Ship Fitters. 1890.		Joiners. 1886.		Joiners. 1890.	
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
Portsmouth	30	8	30	10	34	0	33	11	27	11	27	11
Devonport	30	1	30	5	33	5	33	5	27	9	27	7
Chatham	29	11	30	6	32	4	32	9	27	2	27	7
Sheerness	30	2	31	0	33	10	34	10	26	6	27	1
Pembroke	30	0	30	0	30	1	30	2	27	0	27	0

Yard.	Labourers. Skilled. Shipbuilding, &c. 1886.		1890.		Engineering. 1886.		1890.		Unskilled. Shipbuilding, Engineering, &c. 1886.		1890.	
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
Portsmouth	20	6	20	0	21	9	21	5	16	5	16	
Devonport	19	7	19	4	20	10	22	1	16	2	15	
Chatham	19	11	20	0	20	5	20	8	16	4	15	
Sheerness	21	4	24	5	22	4	22					
Pembroke	20	4	20	6	—		19					

Diagram showing Rate of Extraction of Shipyard Workers on the Assumption that the Number of Apprentices is Related to ⅓ the Number of Journeymen

APPENDIX LIX.

STATEMENT OF BLACKSMITHS' WAGES.

CLYDE DISTRICT.

September, 1892.

Name of Firm.	Number of Men and Rate per Hour.	Total No. of Men.	Minimum Weekly Rate.	Maximum Weekly Rate.	Average Weekly Rate.
	GLASGOW AND UPPER REACHES.				
	Engine, Machine, and General Smiths.				
Barclay, Curle, & Co., Finnieston.	Men—1 1 1 – – – – –	3			
	Rate—7¾ 8 8½ – – – – –				
A. & J. Inglis, Whitehall Street.	1 1 2 2 1 – – –	7	34/10½	38/9	36/6½
	6½ 7¾ 8 8 1/16 9 – – –				
D. Rowan & Sons, Finnieston.	1 1 2 2 – – – –	6	28/6	40/6	36/
	6⅝ 7⅞ 8 8⅛ – – – –				
Muir & Caldwell, Anderston.	1 1 1 1 1 – – –	5	30/	38/	35/6
	6⅝ 7⅜ 7⅞ 8⅜ 8½ – – –				
J. & G. Thomson, Clydebank.	1 1 1 3 3 1 – – –	10	31/	38/3	34/9½
	7 7¼ 7½ 7¾ 8 8¼ – –				
R. Napier & Sons, Lancefield.	1 2 2 – – – – –	5	31/6	37/1½	34/9
	5 5/16 8 8½ – – – – –				
Fairfield Co., Govan.	2 1 1 1 1 1 4 1 6 6 1/16 6 1/16 7 7 6/16 7 10/16 7 12/16 7 14/16 1 3 1 1 2 2 1 1 –	24	23/10	38/3	34/9½
D. & W. Henderson, Finnieston.	7 14/16 8 8 5/16 8 4/8 8 6/16 8 10/16 8 12/16 9 1/16 –		27/	44/6	34/1½
Clyde Trust Works, Dalmuir.	1 1 2 1 1 2 1 1 1 –	8			
	5·55 6·44 7·33 7·77 7·78 8¼ 8¾ –		25/	39/4½	33/7½
Singer & Co., Kilbowie.	1 1 2 1 1 7 5 1 1 – –	20			
	6 6¼ 6½ 7 7¼ 7½ 7¾ 8 8½ –		27/	38/9	33/1½
Napier Brothers, Hyde Park Street.	1 4 1 1 1 2 1 1 – –	12			
	5⅞ 6⅛ 6⅜ 6⅝ 7⅛ 7⅜ 7⅝ 8 – –		26/	36/	30/11
	2 1 2 1 – – – –	6			
	5⅞ 6⅜ 6⅝ 8⅜ – – – –		26/	37/	29/6
Simons & Co., Renfrew.	1 3 1 2 1 1 2 1 2 6 6½ 6¾ 7 7¼ 7⅜ 7½ 7⅝ 7¾ 7 2 1 – – – – – 8 8¼ 8½ – – – – – Mixed engine and ship smiths.	24	27/	38/3	33/9
Lobnitz & Co., Renfrew.	1 1 4 3 – – – –	9			
	6¼ 6½ 7½ 8 – – – –		28/1½	36/	33/4½
Anderson & Lyle, Glasgow South.	1 1 – – – – – –	2			
	7½ 8 – – – – – –		33/9	36/	34/10½
P. & W. M'Lellan, Glasgow South.	Detailed rates have not been furnished.	54			
Eadie & Sons, Tube Works, Glasgow East.	5 work 60 hours per week – –	5	30/	35/	32/
	7 – – – – – – –		35/	35/	35/
Menzies Tube Works, Glasgow East.	5 work 60 hours per week – –	5			
	7 – – – – – – –		35/	35/	35/
Arrol & Co., Glasgow East.	3 3 4 4 4 – – –	18			
	6⅝ 7½ 7 5/16 7⅜ 8 – – –		28/	36/	32/4½
Laidlaw, Sons, & Caine, Glasgow East.	1 3 3 2 1 1 – –	11			
	6¼ 6½ 6¾ 7 7¼ 7½ – – –		28/1½	33/9	30/7
Drysdale Bon-Accord Works, Glasgow East.	1 1 – – – – – –	2			
	6⅝ 7⅝ – – – – – –		30/	34/	32/
	Ship Smiths—Ship Yards.				
Barclay, Curle & Co., Repairing Shop, Finnieston.	1 1 3 1 – – – –	6			
	6¾ 7½ 7¾ 8 – – – –		30/4½	36/	34/1½
A. & J. Inglis, Pointhouse.	1 2 2 1 1 1 – – –	8			
	7 7½ 7¾ 8¼ 8½ 9 – – –		31/6	40/6	35/7
D. & W. Henderson, Meadowside.	4 7 5 1 – – – –	17			
	7 8 8¼ 8½ – – – –		31/6	38/3	35/5
Barclay, Curle & Co., Whiteinch.	2 3 3 5 4 3 – – –	20			
	6½ 7 7¼ 7½ 7¾ 8 – – –		29/3	36/	33/4¼
C. Connell & Co., Whiteinch.	1 1 3 3 1 4 2 3 10 12 5¼ 5½ 5¾ 6 6¼ 6½ 6¾ 7 7¼ 7½ 1 1 1 1 – – – – – 7¾ 8 8½ 9 – – – – –	44	23/7½	42/9	31/7
J. & G. Thomson, Clydebank.	1 1 5 13 4 3 1 – –	28			
	7 7¼ 7½ 7¾ 8 8¼ 8¾ – –		31/6	39/4½	35/0½
J. & G. Thomson, Clydebank Jobbing Smiths.	2 1 1 6 3 1 – – –	14			
Mackie & Thomson, Govan.	6¾ 7 7¼ 7½ 7¾ 8 – – –		30/4½	36/	33/5
	10 1 2 – – – – –	13			
A. Stephen and Sons, Linthouse.	7½ 8 8¼ – – – – –		33/9	37/1½	34/6
	2 1 2 4 2 3 – – –	14			
Fairfield, Co., Govan. No. 1 Shop.	5 5½ 7¼ 7⅛ 7¾ 8 – – –		22/6	36/	31/10¾
	1 6 2 7 2 8 4 1 –	31			
Fairfield Co., Govan. No. 2 Shop.	5¾ 6½ 6¾ 7 7¼ 7⅛ 7¾ 8 – –		25/11½	36/	32/0½
	1 3 4 1 4 – – – –	13			
Fairfield Co., Govan. Jobbing Smiths.	7 7¼ 7⅛ 7¾ 8 – – – –		31/6	36/	34/1
	4 3 2 2 – – – – –	11			
	6¾ 7 7¼ 7½ – – – – –		30/4½	33/9	31/8½

Name of Firm.	Number of Men and Rate per Hour.	Total No. of Men.	Minimum Weekly Rate.	Maximum Weekly Rate.	Average Weekly Rate.
	GREENOCK AND PORT-GLASGOW.				
	Engine Smiths.				
Caird & Co., Greenock.	Men—3 4 2 2 1 1 1 - -	14			
	Rate—7½ 7¾ 8 8¼ 8½ 8¾ 9¼ - -		33/9	41/7½	36/2
Scott & Co., Greenock.	1 3 2 2 1 3 1 3 - -	16			
	5¾ 7¼ 7½ 7¾ 8 8¼ 8½ 8¾ - -		25/10½	39/4½	35/3½
Rankin & Blackmore, Greenock.	1 1 - - - -	2			
	7½ 8¼ - - - -		33/9	37/1½	35/5¼
Caird & Co. Greenock. } Boiler Shop.	1 1 1 2 - - - -	5			
	6¾ 7⅝ 7¾ 7⅞ - - - -		30/4½	35/5¼	34/1
Blackwood & Gordon, Port-Glasgow. }	5 3 1 - - - -	9			
	7 7½ 8 - - -		31/6	36/	32/9
Dunlop, Port-Glasgow.	1 2 1 1 - - - -	5			
	7½ 7⅞ 8 8⅛ - - -		33/9	36/6	35/3
	Ship Smiths—Ship Yards.				
Scott & Co., Greenock.	5 4 } There are 7 men for which no	9			
	6¾ 7½ } return has been made.		30/4½	33/9	
Caird & Co., Greenock. } No. 1 Shop.	1 3 1 1 1 1 4 8 2 1 -	28			
	5½ 6½ 6¾ 6⅞ 7 7½ 7¼ 7½ 7¾ 8 -		24/9	36/	32/4
Caird & Co., Greenock. } No. 2 Shop.	1 1 1 2 2 2 1 2 4 - -	16			
	5 6 6¼ 6½ 6⅝ 6⅞ 7 7⅛ 7½ -		22/6	33/9	30/6
Caird & Co., Greenock. } Jobbing Smiths.	1 1 5 1 - - - -	8			
	6 6½ 6⅞ 7⅛ - - -		27/	32/0¾	30/1½
Russell & Co., Greenock.	1 3 1 - - - -	5			
	6¼ 7 7½ - - - -		29/7½	33/9	
Blackwood & Gordon, Port-Glasgow. }	2 2 - - - - -	4			
	7 7½ - - - - -		31/6	33/9	32/7½
Hamilton & Co., Port-Glasgow.	1 1 - - - -	2			
	6¾ 7¼ - - - -		30/4½	32/7½	31/6
Murdoch & Murray, Port-Glasgow. }	1 2 - - - -	3			
	7 7·84 - - -		31/6	35/3	34/
Dunlop, Port-Glasgow.	1 2 1 2 1 - - -	7			
	6½ 7 7⅞ 7½ 7⅝ - - -		31/6	33/9	32/4
	DUMBARTON.				
	Engine Smiths.				
Denny & Co., Dumbarton.	2 2 2 4 4 - - -	14			
	7⅞ 7⅞ 7⅞ 7·95 8⅛ - - -		32/6	36/9	35/3
Paul & Co., Dumbarton.	1 1 2 1 - -	5			
	7 9/16 7 9/16 8 8 1/16 - - -		32/	39/	35/2¼
	Ship Smiths—Ship Yards.				
A. M'Millen & Sons, Dumbarton.	1 2 5 1 1 - - -	10			
	6½ 7 7¼ 7½ 8 - - -		29/3	36/	32/6
Denny Brothers, Dumbarton.	19 - - - - -	19			
	7¼ - - - - - -		32/7¼	32/7¼	32/7¼
Denny Brothers, Dumbarton. } Jobbing.	3 1 - - - -	4			
	7¼ 7¾ - - - -		32/7¼	34/10½	33/2¼

APPENDIX LX.

REPORT TO THE ADMIRALTY BY THE NATIONAL DEBT COMMISSION (1889).

No. 986/89. National Debt Office,
7th August 1890.

SIR,

With reference to Mr. MacGregor's letter of the 22nd February 1888, and to the letter from this Department of the 9th June 1888, I have the honour to forward herewith, for the information of the Lords Commissioners of the Admiralty, reports by Mr. Finlaison and Mr. Blakey as to the cost of pensions in shipbuilding calculations.

I am, Sir,
Your obedient servant,
(Signed) C. RIVERS WILSON.

The Secretary,
Admiralty.

5th August 1890.

SIR,

I have read Mr. Blakey's letter of the 31st July last, on the per-centage of the pay of officers and workmen upon the establishment of the dockyards which would, on the average, be equivalent to the prospective cost of the pensions to which such officers and workmen would become entitled on retirement.

Mr. Blakey states that the estimate which he has made is based upon returns of the duration of the service, and the rates of pay of officers employed in the whole of the dockyards of the Royal Navy between 31st December 1880 and 31st December 1887; and upon the duration of the service and the rates of pay of workmen employed at Portsmouth between the same dates.

The conclusions arrived at in respect of workmen are as follows, namely, that:—

1. The average age at entry is 28 years.
2. The average annual pay at entry is 68*l.* 10*s.*
3. The average maximum annual pay is 80*l.* 7*s.*
4. The maximum rate of pay is attained after 25 years' service.
5. The average length of service at superannuation is 30 years.
6. The proportion of workmen who would come forward for pension out of each 100 originally appointed is 46; while 54 would leave during service; namely, 36 by death and 18 from other causes without pension.

Assumptions are then made that the value of money is represented by a rate of interest of 2¾ per cent. per annum, and that the duration of the lives of the workmen after superannuation would correspond to the length of the lives of Government annuitants.

The result is then arrived at, that about 9 per cent. of the workmen's pay would on the average provide the pensions of those who would be superannuated from that grade.

Similarly, it is estimated that in the case of officers promoted to salary from daily pay, other than inspectors and acting inspectors of shipwrights, about 15½ per cent. of their pay would provide for their pensions; and that about 10½ per cent. of the pay of inspectors and acting inspectors of shipwrights would provide for their pensions.

With respect to other salaried officers, it is estimated that about 13¾ per cent. of their pay would provide for their pensions.

A calculation is then made of the relative proportions of the aggregate annual pay of the various ranks of officers and workmen, and a final conclusion is arrived at by Mr. Blakey that 9¾ per cent. of the annual pay of officers and workmen considered together would provide for the pensions of the whole body.

The calculations made by Mr. Blakey are similar in form to those of Mr. A. G. Finlaison which were made in 1867, and which resulted in an estimate of 7 per cent. as the proportion of pay which would provide for pensions.

The difference between the two estimates is to be accounted for principally as follows. Mr. Blakey adopts:—

1. Interest at 2¾ per cent. instead of 3¼ per cent. per annum.
2. An assumption that officers and workmen will live as long as Government annuitants instead of dying as fast as the members of friendly societies.
3. That fewer men will leave the service without pension than was assumed by Mr. A. G. Finlaison in 1867.

With regard to the rate of interest for money there is no doubt that a considerable change has taken place since 1867, and it is probable that a rate of 2¾ per cent. per annum in 1890 is analogous to 3¼ per cent. per annum in 1867.

In respect of the proportion of the men who will leave the service without pension, Mr. Blakey has made a very careful examination of the statistics which have been supplied to him, and there is every reason to suppose that the deductions he has made from them are in accordance with the facts which have occurred in the period of time under examination.

As this period of time is more recent than that from which the previous estimate was framed, it is probable that it will be a better guide to the events likely to take place in future.

With regard to the longevity of dockyard workmen, it is open to question as to whether they would be likely to live as long as the nominees upon whose lives Government annuities depend.

The assumption that they would prove to have so prolonged a duration of life is therefore in the direction of an estimate of a maximum of charge for pensions in relation to pay for active service.

On the other hand, however, it would seem that both in the estimate of 1867 and in that of Mr. Blakey, sufficient allowance has not been given for the fact that a certain proportion of the men now in the grade of workman will be promoted and subsequently pensioned from the grade of salaried officer.

The proportion that will be promoted is probably difficult of determination, but whatever it may be, it will certainly tend to an increase of pension charge, and, in view of all the circumstances, I am inclined to think that the per-centage of the pay of officers and workman upon the establishment of the dockyards, which would be equivalent to the prospective cost of their pensions, should not be estimated at less than 10 per cent.

Such a rate may now, however, be estimated to fairly represent the average cost of pensions in shipbuilding calculations.

I have the honour to be,
Sir,
Your obedient servant,
(Signed) ALEX. J. FINLAISON,
Actuary to the National Debt Commissioners.

The Secretary to the Admiralty.

National Debt Office,
31st July, 1890.

SIR,

I have the honour to forward the following report, for the information of the Lords Commissioners of the Admiralty, respecting the question referred to me in your letter of the 1st January 1889 (C. 3439), as to the rate of per-centage upon the present annual pay of officers and workmen upon the establishment of the dockyards, which would, on the average, be equivalent to the prospective annual cost of pensions to which they would become entitled on retirement.

In order to afford the necessary data for the solution of the above question, schedules have been furnished me, showing the date of birth and entry upon the establishment, the rate of wages at entry upon the establishment and at exit or at 31st December 1887, and particulars as to the date and mode of exit and amount, if any, of pension, of all workmen entitled to pension who were employed at Portsmouth Dockyard on the 1st January 1881 or who were placed upon the establishment at that dockyard between the 1st January 1881 and 31st December 1887.

This information was furnished for Portsmouth only as it was desired to diminish as much as possible the labour required for the preparation of the returns, while, at the same time, it was considered that the experience of the largest dockyard would afford sufficient data for the solution of the question, so far as workmen were concerned.

With regard to officers upon salary who were entitled to pensions upon retirement, schedules covering the

same period as in the case of workmen were furnished respecting the officers employed in the dockyards at Chatham, Deptford, Devonport, Pembroke, Portsmouth, and Sheerness.

I. Workmen.

Details are given in the schedules of the ages, wages, and services of 2,526 workmen who were either upon the establishment at Portsmouth on the 1st January 1881, or were admitted between the 1st January 1881 and 31st December 1887. Of this number during the seven years ending 31st December 1887:—

111 were promoted to the rank of salaried officers or transferred to other dockyards;
100 resigned or were dismissed;
359 were pensioned;
93 died;
and 1,863 remained on the establishment at 31st December 1887.

The ages at entry upon the establishment and the annual amount of wages at entry of these 1,863 workmen were as follows:—

Age at Entry.	Number.	Total Annual Wages at Entry.
		£
Under 25 years	613	39,729
25 years and under 30 years	546	36,863
30 „ 35 „	421	29,959
35 „ 40 „	206	15,065
40 years and over	77	6,026
	1,863	£127,642

The average age at entry was 28 years, and the average annual wages at entry 68*l.* 10*s.* 0*d.*

The following summary shows the number of years completed on the establishment by the workmen remaining upon the books at 31st December 1887, and their wages at that date:—

Number of Years' Service.	Number.	Total Annual Wages at 31st December 1887.	Average Annual Wages.
		£	£ *s.* *d.*
Under 5 years	265	18,855	71 3 0
5 years and under 10 years	382	29,377	76 18 0
10 „ 20 „	612	48,490	79 5 0
20 „ 30 „	413	33,176	80 6 6
30 to 40 years	191	15,354	80 7 9
	1,863	£145,261	77 19 6

It appears from the preceding summary that there is little difference between the rate of wages paid after services of 20—30 years and 30—40 years respectively, and that the maximum average rate is about 80*l.* 7*s.* As the rate of wages at entry was 68*l.* 10*s.*, the scale of wages applicable to established workmen when treated collectively may be considered to begin at 68*l.* 10*s.*, and to attain a maximum of 80*l.* 7*s.* after 25 years; while, in view of the averages according to the number of years' service as deduced above, the intermediate rates may be taken as 71*l.* 3*s.* after three years, 76*l.* 18*s.* after seven years, and 79*l.* 5*s.* after 15 years.

The average length of service of the 359 workmen who were pensioned at Portsmouth during the seven years ending 31st December 1887 was 30 years. Taking this as the probable average service at retirement of those at present upon the establishment, who entered at an average age of 28, the latter will retire at an average age of 58, and, on the basis of an annual rate of wages of 80*l.* 7*s.* at the date of retirement, their average pension will be 40*l.* 3*s.* 6*d.*

II. Salaried Officers promoted from Daily Pay.

These officers were placed upon the dockyard establishment in the first instance as workmen, and were promoted to salary in the course of their service. The schedules afford information as to the date of birth, date of entry upon the establishment at daily pay, &c., of 571 officers who were either on salary at the 1st January 1881, or were promoted to salary between that date and the 31st December 1887.

During the seven years ending 31st December 1887—
85 were pensioned,
5 resigned or were dismissed,
10 died,
60 reverted to the wages list,
30 were transferred to dockyards at foreign stations or to the general establishment of the Admiralty,
leaving 381 upon the books at 31st December 1887.

571

In these figures, however, are included a number of officers—inspectors and acting inspectors of shipwrights—who were transferred from the wages list in and subsequently to 1884–85, and as they are in the receipt of salaries upon a lower scale than the majority of the other officers, it has been considered advisable to group them separately.

(*a.*) *Salaried Officers promoted from Daily Pay, exclusive, of Inspectors and Acting Inspectors of Shipwrights.*

On the 31st December 1887 there were 152 of these officers on the books.

Their average age at entry upon the establishment at daily pay was 23 years, their average age upon promotion to salary 36, and their average salary upon promotion 136*l.*

The following is a summary of the numbers promoted at the various ages:—

Age.	Number.	Total Salaries on Promotion.
		£
Under 25 years	14	1,620
25 years and under 30 years	20	2,390
30 „ 35 „	39	5,149
35 „ 40 „	29	4,210
40 „ 45 „	31	4,445
45 „ 50 „	14	1,955
Above 50 years	5	720
	152	£20,689

The services of these officers after promotion and their salaries at 31st December were as follows:—

Number of Years' Service.	Number.	Total Salaries.	Average Salary.
		£	£
Under 5 years	59	9,760	165
5 years and under 10 years	21	4,588	218
10 „ 15 „	37	8,530	230
15 „ 20 „	14	5,520	394
20 „ 25 „	12	4,865	405
25 years and above	9	3,590	399
	152	£36,853	242

The first three periods of service contain together 77 per cent. of the total number of officers, and, taking the average salary of each group as that receivable in the middle year of the period, it appears that after two years' completed service on salary, the average salary is 165*l.*, after seven years, 218*l.*, and after twelve years, 230*l.* The three remaining groups contain only 23 per cent. of the total number of officers, and the averages deduced therefrom are considerably increased by the fact that 8 out of the 35 officers which they include each receives salaries exceeding 600*l.*, and amounting in the gross to 6,250*l.*, that is to say, more than 44 per

upon in the light of a deferred life annuity and its prospective annual cost as an addition to his wages of the premium for which it could be purchased. If the amount of this addition be calculated according to the tables employed for the grant of Government life annuities, the rates of mortality involved would be those deduced in 1883 by Mr. A. J. Finlaison from the experience of male life annuitants. That experience shows, however, that during the years immediately following the purchase of an annuity the death-rate is abnormally low owing to the correct estimate which a purchaser is able to form of his own prospects of living during the immediate future. It was found that this benefit of selection practically disappears after the lapse of four years from the date of purchase and a table was prepared showing the rates of mortality amongst male annuitants when the experience of these four years was excluded. Entrants upon the dockyard establishment are no doubt, as a rule, in a good state of health at the time of being appointed, but as the self-selection which assists in the case of person making a bargain depending upon his own life is in their case absent, the rates of mortality to which they are subject have been assumed to be those deduced from the experience of male life annuitants when the first four years after purchase are excluded.

The tables under which deferred life annuities are granted by the Government are calculated at a rate of interest of 2½ per cent.—the difference between that rate and the rate yielded by the stock bought with the purchase money of the annuity being estimated to defray the expenses of management. As the question of expenses of management does not enter into the present case, and as for some years past investments in the funds have returned a rate of interest exceeding 2½ per cent. but less than 3 per cent., the mean of these two rates, *i.e.*, 2¾ per cent., has been employed in the present inquiry.

The rates of retirement without pension amongst workmen and officers upon the establishment arising from resignation or dismissal or other cause have been deduced from the schedules.

In the case of workmen the schedules relating to Portsmouth Dockyard show that 100 such retirements took place at various ages younger than 52 during the seven years ending the 31st December 1887, giving an average rate of retirement for those ages of a little under 1 per cent. per annum. The rate, however, varies with the length of service, as out of the total number of retirements 52 per cent. occurred before the completion of three years' service, 24 per cent. after three and before six years, 16 per cent. after six and before ten years, and only 8 per cent. after ten or more years. The rate of retirement from the time of being placed upon the establishment up to the age of 50 has therefore been taken to be on the average 1 per cent. per annum, but this average rate has been adjusted according to the number of years' service in proportion to the preceding per-centages. After the age of 50 retirement without pension is considered to cease, and no allowance has been made for it after that age.

In the case of salaried officers the average rate of retirement without pension has been taken to be ·7 per cent. per annum up to age 50, while two-thirds of the total retirements have been assumed to take place before the completion of 10 years service, these being the rates disclosed by the schedule relating to those officers.

The calculations have been made upon the basis of the foregoing data, and the results show that the prospective pension to which established workmen and officers are entitled is virtually an addition to their annual pay of—

In the case of workmen upon the establishment - - -	9·05	per cent.
In the case of officers promoted to salary from daily pay:—		
(*a.*) Other than inspectors and acting inspectors of shipwrights - -	15·53	,,
(*b.*) Inspectors and acting inspectors of shipwrights	10·41	,,
In the case of other salaried officers - - - -	13·79	,,

Applying these per-centages to the pay of each class upon the books of Portsmouth Dockyard at the 31st December 1887, as stated in the schedules, the amount of the computed additional pay is:—

—	Annual Pay.	Computed additional Pay.
	£	£
Established workmen - - - - -	145,261	13,146
Officers promoted to salary from daily pay:—		
(*a.*) Other than inspectors and acting inspectors of shipwrights.	1,0710	1,663
(*b.*) Inspectors and acting inspectors of shipwrights.	9,407	979
Other salaried officers - - - - -	8,081	1,114
	£173,459	£16,902

or an average addition of 9·74 per cent. on the total amount of annual pay upon the assumption that the data which would be derived from an analysis of the experience at other dockyards would not differ materially from those employed in the foregoing investigation, the resulting per-centage for Portsmouth Dockyard may be accepted as holding good for the dockyard establishment generally.

I beg to state, therefore, that, in my opinion, 9¾ per cent. of the annual present pay of officers and workmen upon the establishment of the dockyards is, on the average, equivalent to the prospective annual cost of the pensions to which they would become entitled on retirement.

I am, Sir,
Your obedient servant,
(Signed) J. BLAKEY.

The Secretary,
Admiralty.

GROUP A.

MINING, IRON, ENGINEERING, HARDWARE, SHIPBUILDING, AND COGNATE TRADES.

EXTRA LIST OF DOCUMENTS.

[This list enumerates the documents relating to the inquiry conducted by Committee A., forwarded from time to time to the Secretary and laid before the Commission.]

Document.	No. of Appendix (Vol. III., Evidence, Group A.).	Reference* (if any) to evidence in Group A.	Date received.	By whom sent.
Copy of resolutions passed at a meeting of the Council of the *Central Association for Dealing with Distress caused by Accidents in Mines* held on 24th October 1892.	61	Appendix 35 (Vol. II.)	Oct. 24th, 1892.	G. L. Campbell (Secretary).
Suggestions of the *Northumberland and Durham Society* to re-model the Association or Conferences of Miners' Permanent Funds, together with references to Appendix 35 (Vol. II.) and the preceding Appendix 58.	62	8267 (Vol. I.)	Nov. 4th, 1892.	W. Steele (Secretary).
Extract from the Minute Book of the Royal Commission on Labour relating to Committee "A," giving—	63			
(i.) A letter from the *North Yorkshire and Cleveland Miners' Association*, which enclosed :— (*a.*) Ballot of its members on the question of a legal eight hours' day : and (*b.*) Copy of Minutes of interview between the Cleveland Mine Owners' Association and a deputation from the Cleveland Miners' Association (October 11th, 1892) containing references to the foregoing question.		836–7; 1169–72 (Vol. I.)	Nov. 5th, 1892.	J. Toyn (Agent President).
(ii.) Reply from the Commission to (1).				
(iii.) Letter from the Commission to the Cleveland Mine Owners' Association.				
Comments of the *Cleveland Mine Owners' Association* on the two preceding documents (*a.*) and (*b.*), and on the question involved.	64	"	Nov. 24th, 1892.	J. Dennington (Secretary.)
The proposal for adoption of a new shift system considered with especial reference to the actual number of hours now worked underground and the actual facts concerning the healthiness, dangerous, laboriousness, and discomfort of the occupation of a miner, with figures in substantiation.	65	26,617 (Vol. III.)	Feb. 22nd, 1893.	W. O. Wood.
Pamphlet entitled "The Review of the Evidence of Messrs. Darbishire, Young, and Vivian by Messrs. W. J. Parry and W. J. Williams."	—	(9038-9360) (16,785–16,889) (Vol. II.) (24,639–24,892) (Vol. III.)	Feb. 3rd, 1893.	W. J. Parry.
Pamphlet entitled "Miners' Thrift and Employers' Liability; a remarkable experience."	—	(8264–8359) (Vol. I.)	June, 1892.	George L. Campbell (Secretary, Central Association for dealing with Distress causedby Mining Accident).
Summary of further evidence - - -	—	6942–50; 7023–32; 7042–7; 7106–7; 7116–22; (Vol. I.) 9174–85; 9332–46; 9569; 9583; 9597–646; 9670–4; 9682–98, &c. (Vol. II.)	Feb. 2nd, 1892.	W. A. Darbishire (Pen-yr-Orsedd Slate Quarry Co., Ltd.)
Evidence elucidating and refuting statements by Messrs. Darbishire, Robarts and Parry, together with a cutting from the *North Wales Observer* (January 15th, 1892) containing report of the resumed inquest referred to by Mr. Darbishire.	—	9087–90; 9147–50; 9200–22; 9277–87; 9374–5; 9584, &c. (Vol. II.)	Feb. 10th–13th, 1892.	H. S. Richmond (H.M. Inspector of Factories, &c., Liverpool and district).
Summary of supplementary evidence and evidence rebutting statement by Mr. McCosh.	—	12,473-80; 12,590; 13,173–8. (Vol. II.)	Feb. 29th, 1892.	J. Keir Hardie (Ayrshire Miners' Union).
Evidence rebutting statements by Mr. J. B. Atkinson	—	18,642–4; 18,646; 18,653; 18,746–50; 18,788–91; &c. (Vol. II.)	April 2nd, 1892.	W. Lynas.
Printed copy of "A plain public letter to the Executive and other Councils of the Boiler-makers and Iron and Steel Shipbuilders' Society."	—	(20,676–21,154) (Vol. III.)	May 20th, 1892.	James Duke.
Evidence rebutting statements by Mr. Forwood -	—	25,809; 25,811; 25,816; 25,821; 25,898. (Vol. III.)	Sept. 8th, 1892.	R. S. Rowe (Dockyard Riggers' Delegate).

* Where it has been found impossible to give specific references, the numbers of the questions embracing the evidence of the Witness referred to have been given in brackets.—G. D.

APPENDIX LXI.

LETTER from Mr. G. L. CAMPBELL (CENTRAL ASSOCIATION for dealing with DISTRESS caused by ACCIDENTS in MINES) to the SECRETARIES of this COMMISSION, enclosing copy of RESOLUTIONS (passed at a meeting of the COUNCIL of the above ASSOCIATION held on 24th October 1892) referring to APPENDIX 35 (VOL. II., EVIDENCE, GROUP A.)

DEAR SIRS, Wigan, October 24th, 1892.

I am directed by the Council of this Association to request that you will kindly place before the members of the Royal Commission on Labour the enclosed copies of the Report of the Proceedings at the Mansion House Conference of the Association in July last, and also copies of Resolutions passed by the Council this day.

I remain, dear Sirs,
Faithfully yours,
GEORGE L. CAMPBELL,
Secretary.

The Secretaries,
Royal Commission on Labour.

Royal Commission on Labour.

CENTRAL ASSOCIATION FOR DEALING WITH DISTRESS CAUSED BY ACCIDENTS IN MINES.

At a meeting of the Council of this Association, held at the Westminster Palace Hotel, on the 24th of October instant, it was

Resolved: That this Council hereby takes the earliest opportunity of expressing its regret that the Executive Committee of the Northumberland and Durham Miners' Permanent Fund should have deemed it necessary to issue to the members of the Boards of Management of the other Permanent Societies of the Kingdom, and to Her Majesty's Commissioners on Labour, the letters addressed by its Secretary to Mr. David Dale and Mr. George L. Campbell, inasmuch as Mr. Campbell was fully authorised by Resolution of this Council to give evidence on behalf of the Association, and that in the opinion of the Council he acted throughout in good faith, his carefully prepared statement being an accurate representation of the facts.

It was further *resolved*:

That the foregoing Resolution be sent to the Secretaries of the Royal Commission on Labour, with a request that they will forward it to the Commissioners, together with a copy of the Report of the Proceedings at the Mansion House Conference of this Association in July last.

By Order of the Council,
DAVID BOWEN,
Chairman.

London,
October 24th, 1892.

APPENDIX LXII.

SUGGESTIONS of the NORTHUMBERLAND and DURHAM SOCIETY to remodel the ASSOCIATION or CONFERENCES of MINERS' PERMANENT FUNDS, together with REFERENCES to APPENDIX 35. (Vol. II.) and the preceding APPENDIX 61.

NORTHUMBERLAND AND DURHAM MINERS' PERMANENT RELIEF FUND.

Established 1862.

Chief Offices:—5, Queen's Square,
Newcastle-on-Tyne, 3rd Nov. 1892.

Re Central Association.

DEAR SIR,

It would appear from some documents I have received this morning that you have received a Resolution adopted by the Council of the above Association, expressing its regret that the Executive Committee of the Northumberland and Durham Miners' Permanent Relief Fund should have deemed it necessary to issue to Her Majesty's Commissioners on Labour the letters addressed to Mr David Dale, &c.; also that Mr. Campbell was authorised by that Council to give evidence before the Commission on Labour for Miners' Permanent Funds.

We can only repeat that the Northumberland and Durham Society was not represented at any Council of the above Association instructing Mr. G. L. Campbell to give evidence to Commissioners, and therefore he had no right to include the Northumberland and Durham Society in any statement he made to the Commissioners.

We have already repudiated a considerable portion of that part of his evidence referring to the said Society. You are also requested to draw the attention of the Commissioners to a Report of the Proceedings of a Conference held at the Mansion House, London, on July last.

The Northumberland and Durham Society was not represented at that Conference, and therefore took no part in its proceedings.

Some time before that Conference was held we informed Mr. Campbell by letter and minutes adopted by our Board of Management that the Northumberland Society had severed all furthur connection with the Central Association, as we believed it to be a misnomer.

But that we were prepared to maintain in future a deliberative connection with other Miners' Permanent Funds on certain conditions. Enclosed please find suggestions of our Board of Management which will, if adopted, remodel and improve the General Association which the different societies may deem necessary to maintain in future.

Yours truly,
WM. STEELE, Secretary.

John Burnett, Esq.

SUGGESTIONS of the NORTHUMBERLAND and DURHAM SOCIETY to REMODEL the ASSOCIATION or CONFERENCES of MINERS' PERMANENT FUNDS.

First.—That the Association of Miners' Permanent Funds be named the "Confederation of Miners' Permanent Funds."

Second.—With a view to increase its usefulness, and to spread the initial deliberative power over the several societies, we suggest the following:—

(*a.*) That the Chairman of the Conference be elected each year out of one of the several societies comprising the Federation, and the order by which he is selected be defined by the Conference.

(*b.*) The programme for each Conference be made out by the Society which appoints a Chairman for that year, although any other Society may read a paper to the said Conference.

(*c.*) The Society which appoints the Chairman to pay the ordinary Conference expenses that year, such as rent of room, printing, &c., but representatives of each Society to pay their own expenses as usual.

Third.—The following are some of the objects on which the Societies can unite with advantage to all:—

(*a.*) The liberation of locked-up moneys at present residing in the Explosives Funds over different parts of the country, and where original recipients have ceased to receive relief from such funds.

(*b.*) To take steps to strike off the surpluses of such funds where a portion of original recipients are still in receipt of relief, but where moneys or capital in such funds are in excess of future requirements of said recipients.

(*c.*) That this liberative money be divided amongst the several Permanent Funds on the principle on which the Hartley Fund surpluses have and are to be apportioned, viz., each Society receive a portion of such funds in proportion to the number of men and boys employed in their respective districts as per Inspector's returns.

Fourth.—To promote legislation which will conduce to the advantage of the several Societies, and to discourage that which will be injurious.

(*a.*) To promote the passage of a bill through Parliament requesting the Trustees of the several Explosives Funds, in different parts of the country, to liberate their surpluses, and such surpluses to be divided on the lines already suggested.

Fifth.—To discuss other matters relating to the improved management of the several Societies, such as registration of the Society's statistics, supervision of permanent disablement, &c.

(Signed) HENRY JAMISON, Chairman.
WILLIAM STEELE, Secretary.

29th October 1892.

APPENDIX LXIII.

EXTRACT from COMMITTEE "A" MINUTE BOOK.

The forty-ninth meeting of Committee "A" was held in the Commission Room, Westminster Hall, on Tuesday, November 15th, 1892, at eleven o'clock.

* * * * *

The Chairman stated that the following letter had been received from Mr. Joseph Toyn, Agent and President of the North Yorkshire and Cleveland Miners' Association :—

17, Ruby Street, Saltburn-by-the-Sea,
November 4th, 1892.

Dear SIR,—I feel it my duty to inform you that since we gave our evidence before the Commissioners a great change has taken place in the men's opinions on the hours question. Up to the time we gave our evidence the men were against parliamentary interference, but owing to the action of some of the mine managers and a portion of the workmen, the Cleveland men have come to the conclusion that if the eight hours principle is to be real, it will be required to be made so by Act of Parliament.

This has been brought about by the fact that a portion of the machine miners work 10 to 12 hours per day three and four days per week. A sealed ballot has been taken, a copy of the result you will find enclosed.

Yours faithfully,
JOSEPH TOYN
Geoffrey Drage Esq. (Agent and President).

The following is the ballot referred to as being enclosed.

Are you in favour of an eight-hours day for all classes of labour in mines being obtained by Act of Parliament?

Lodge.	Yes.	No.	Neutral.
1	85	12	5
2	73	8	6
3	—	—	—
4	155	21	26
5	68	8	10
6	74	39	43
7	—	—	—
8	52	2	—
13	59	16	2
14	34	4	2
16	85	92	13
18	94	29	4
20	82	2	—
21	22	—	—
22	36	8	—
25	22	2	—
26	70	8	3
27	47	8	6
28	56	4	4
31	135	15	8
32	24	4	2
34	109	51	19
35	126	78	2
36	47	21	7
37	91	4	5
38	51	12	—
39	23	10	1
40	151	13	1
41	135	57	38
Totals - -	2,006	528	207

Three spoiled papers.

There was also enclosed copy of minutes of interview between the Cleveland Mine Owners' Association and a deputation from the Cleveland Miners' Association, held on Tuesday, October 11th, 1892, in which the following references were made to the subject of Mr. Toyn's letter, viz. :—

(*b.*) The following question had been sent by the Miners' Association for the Owners' consideration :—

A complaint as to machine-men having, in certain instances, to work more than eight hours.

As to this question, men with machines were kept firing shots or doing other work after the expiration of the regular eight-hours shift, in some cases working two or four extra quarter days in the week, making 6½ to 7 days per week.

The men in Cleveland had opposed legislative interference with hours, but were becoming converts to a legal eight hours' day through the alleged action of some of the employers' representatives at the mines. The men were not physically fit to work longer than eight hours.

It was alleged that in some cases the men had been told that if they did not stay the extra hours others would be found who would do so The men asserted that they were apprehensive of a system of extended hours creeping in.

It was decided that the following letter should be written to Mr. Joseph Toyn :—

No. ii. Sir,—I beg to inform you that your letter of the 4th instant and its enclosure has to-day been laid before Section "A" of this Commission and ordered to be printed as an appendix to the evidence given before it.

The reason which your letter gives for the change of view which it notifies renders it proper that a copy of your letter should be sent to the Cleveland Mine Owners' Association, and that that body should be invited to make any comments thereon it deems needful.

A copy of any such comments shall be sent you.

I am, &c.,

and the following letter to Mr. Dennington.

No. iii. Sir,—I am directed by the chairman of Section "A" of this Commission to send you the enclosed:—Copy of a letter dated 4th instant from Mr. Toyn,

Agent and President of the Cleveland Miners' Association.

Copies of certain minutes and record of a result of a ballot which accompanied his letter.

Copy of a reply made by this Commission to Mr. Toyn's letter.

From this letter you will see that this Commission is ready to receive from your Association any comments on Mr. Toyn's communication that it deems advisable.

It would be a convenience to receive any such comments early.

I am, &c.,

APPENDIX LXIV.

Reply to Letter No. iii in preceding Appendix from the Cleveland Mine Owners' Association.

Middlesborough, November 24, 1892.

Dear Sir,—I have your letter of the 17th November, enclosing—

Copy of a letter dated the 4th inst. from Mr Toyn.

Copy of certain minutes which accompanied Mr. Toyn's letter.

Copy of your reply to Mr. Toyn.

I have to state that it is quite correct that the Delegates of the Cleveland Ironstone Miners when they met the Cleveland Mine Owners at Middlesbrough on the 11th October ult. intimated that instances had recently occurred where the machine miners occasionally added an extra quarter of a shift in the form of overtime to their ordinary shift of eight hours. The particular circumstances, however, under which this overtime had been worked were not brought before the Cleveland Mine Owners' Association so as to enable a judgment to be formed as to whether or not the cases referred to urgently necessitated the remaining at work of the few individuals in question at the times of which complaint was made. While it is quite understood that the regular shift of the Cleveland Ironstone miner is one of eight hours (and with which there is not the slightest intention to interfere) it is, of course, conceivable that cases may occur to make exceptions to this rule necessary. There cannot, it is submitted, in the interests of employers or employed, well be any inflexible rule, either by law or otherwise, that under no circumstances shall men remain at their work longer than eight hours. The Mine Owners' Association being fully alive to the necessity of some latitude in this respect, did not at the meeting attach exceptional weight to a passing complaint on the subject, more especially as the number of cases referred to was so insignificant—only some two or three in a district where a large body of men is engaged. The Mine Owners could not admit the existence of any practice of exercising compulsion on these machine miners in the matter of working overtime; where they had stayed two hours beyond the regular shift the arrangement appeared to have been mutually satisfactory, the men being content to receive, and the employers to pay, the remuneration accorded for the extra time.

If the instances to which attention has been somewhat vaguely and generally drawn have changed, or indeed had any effect in changing, the opinion of the men with regard to the desirability or otherwise of an eight hours enactment, it can only be concluded that an exaggerated importance has been attached to trifling incidents, or that very little has sufficed to move the parties to a course against which they had so decidedly declared themselves when before the Royal Commission in July 1891.

Yours, &c.,
J. Dennington,
Secretary.

Geoffrey Drage, Esq.,
Secretary, Royal Commission on Labour.

APPENDIX LXV.

The Proposal for Adoption of a New Shift System, considered with special reference to the Actual Number of Hours now worked Underground, and the Actual Facts concerning the Healthiness, Dangerousness, Laboriousness, and Discomfort of the Occupation of a Miner, with figures in substantiation.

South Hetton, 1st February 1893.

Dear Sir,—Some questions have been forwarded from the Labour Commission which will be replied to by our Committee in due course. There is, however, one point affecting Coal (and other) Mines which scarcely comes within the scope of the answers to be given, but to which, in my opinion, much too little importance has been attached or consideration given by one side or the other. This point is indicated in the question referring to the feasibility of working on the "three shift" system so as to "avoid the necessity of any person being more than eight hours underground."

The "Eight Hours" now being urged by certain classes of workmen is generally understood to mean the actual "period of work," excluding intervals set apart for meals. In fact, as it is generally understood, the "nine hours" system now universal throughout the country will simply be reduced by an hour per day.

In the case of Mines, however, it is sought to make the "Eight Hours" not the "period of work," but "*Eight Hours below ground*," much of which must necessarily be unproductive time, and it is here the "Eight Hours" system will operate more oppressively on Mining than upon any other industry.

The ideas of the public as to the nature of underground employment are most erroneous, and many people, even those connected with mines, but not conversant with details, appear to be but little better informed.

The occupation of a miner is considered exceptional because it is generally believed to be—

Unhealthy,

Extremely dangerous,

That the labour is severe, exhausting, and incessant for the whole of the time he is below ground, and

That it is pursued under conditions of extreme discomfort.

Formerly, probably within your recollection, there was some foundation for the popular notions, but the vast improvements effected during the last thirty years (particularly during the latter half of that period) in the safety, discipline, and ventilation of our mines has changed all that.

Health.—The calling of a miner is as healthy, if not more so, than any other employment, which can easily be proved by referring to the vital statistics of our colliery districts and comparing them with other centres of industry.

Danger.—It is easily proved to be much safer than many surface employments.

Nature of Labour.—As regards this, with the exception of the coal hewer, the work is much lighter than

that of quarrymen, agricultural labourers, or almost any class of rough surface labour, while it is not so incessant as that of these men, nor that of any class of artisans engaged in factories or workshops.

Discomfort of working conditions.—The occupation of a miner of course involves a daily bath. Beyond this, and sometimes working in a wet seam (which is very unusual, and, again, does it only apply to the coal hewer), the working conditions are infinitely more comfortable than those in many employments.

The miner is completely protected from all the vicissitudes of the weather, and pursues his work invariably under an equable temperature. This very fact enables his vocation to be steadily pursued from years' end to years' end, while other classes of labour are continually interfered with and sometimes stopped for weeks together, while his hours are much shorter and the pay higher. I will mention:—agricultural labourers, bone workers, brickmakers, chemical workers, iron workers, lead workers, lime-burners, quarrymen, rag sorters, sailors, saw grinders, scavengers, and slaughterers.

There are 92,588 hands employed in and about the mines of the county of Durham. Those employed underground are indiscriminately classed as "miners," and their hours are as follows:—

Coal hewers	- -	7 hours underground.
Stonemen and shifters	-	8 ,,
Other off-hand men and boys		10 ,,

To each 100 coal hewers there are about:—

32	Stonemen and shifters underground.
94	Other off-hand men and boys ,,
75	On the surface ,,
201	Total.

In surface labour of every class the hours of labour are practically the "period of work."

In deference to the popular idea of the extreme hardship of his lot, sympathy with the miner has established him in a position just the reverse. The hours of his labour are sometimes as far as 1½ or even 2 hours less than the time underground, *i.e*, the length of his "shift," be it 7, 8, or 10 hours (according to the class of work); from one hour to two hours being spent in walking from the shaft bottom to and from the place where he works and for meals. To such an extent is this carried in this county, where the coal hewers are nominally seven hours bank to bank, that the "period of work" does not exceed 5½ hours, and in many of the older collieries, where the workings are a great distance from the shaft, is as low as five hours. The average number of days actually worked by the coal hewer is 4·69 * per week so that the

Hours per week underground are 32 hours 50 mins.
The time of actual work - 25 ,, 47 ,,

These are somewhat startling *facts*. Such hours of labour are *unknown in any other employments probably throughout the world.*

In all other employments (including quarries of all descriptions, where the work is of a precisely similar character) the "period of work" practically commences from the time the workman commences his work. Whether he resides at, or has to travel ¼, 4, or 5 miles to the scene of his labour, his working hours commence when he enters the factory or is ready at the quarry face.

The miner lives (in this county at all events) within five or ten minutes' walk of the shaft, and at the time fixed for descending his "period of work" commences, although he may never strike a blow for hours of the time he is underground.

The main ways of a mine which the miner traverses are as a rule sufficiently spacious both as regards height and width to make walking nothing more than comfortable exercise, and that at a very easy pace, as he is allowed 25 minutes per mile travelling time.

With reference to the hours of those underground other than the coal hewers, stonemen, and shifters, viz:—the off-hand men and boys. Those under 16 years are already limited by Act of Parliament to 54 hours per week, and for those above 16 years their Union and improvement in trade has secured them 10 hours per day.

I have carefully investigated the actual time of employment at a large colliery employing 659 off-hand men and boys underground with the following result;—

		Hrs. mins.	Hrs. mins.
Time underground	- -		10 - 0
Deduct. Travelling time	-	1 - 16	
,, Meal time and intervals		1 - 13	2 - 29
Available for work	- - - -		7 - 31
"Baff Saturdays" one hour shorter	-		6 - 31
And the Pay Saturday is altogether idle			0

Therefore, while it is true that off-hand men and boys are underground for 10 hours per full day, it is equally true that they are only at their posts and available for the work they are engaged in for 7 hours 31 minutes.

The work for the most part is very intermittent, and it is difficult to say how much of this time is spent in actual work, probably six hours will cover it.

On the assumption that the pits work every working day, viz., 11 days per fortnight, the hours underground are as follows:—

	Day Shift.		Night Shift.
	Boys under 16 years.	Off-hand men and boys over 16 years (except stonemen and shifters).	All off-hand men and boys (except stonemen and shifters).
	Hours.	Hours.	Hours.
First week -	50	50	50
Second week -	54	59	50
Average per week	52	54½	50

The actual time worked is:—

	Day Shift.		Night Shift.
	Boys under 16 years.	Off-hand men and boys over 16 years (except stonemen and shifters).	All off-hand men and boys (except stonemen and shifters).
	Hrs. mins.	Hrs. mins.	Hrs. mins.
First week -	37 35	37 35	37 35
Second week -	39 6	44 6	37 35
Average per week	38 20	40 50	37 35

If the "Eight Hours" obtained, the above would be proportionately less.

I am, &c.,
W. O. Wood.

David Dale, Esq.,
Darlington.

* Note.—This figure is taken from the trade statistics, and is absolutely correct.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

APPENDIX. LXVI.

TRADE UNION - -	Amalgamated Association of Iron and Steel Workers and Mechanics of South Wales and Monmouthshire.
District - - - -	Blaenavon, Ebbw Vale, Tredegar, Rhymney, Dowlais, and Gyfartha.
Number of workpeople engaged in trade or branch of industry particularised as follows:	
(*a.*) Members of trade union—(1) male, (2) female.	8,594 males } Total, about 9,500 to 10,000.
(*b.*) Not members of any trade union—(1) male, (2) female.	Cannot say. } Total, about 9,500 to 10,000.
(*c.*) Apprentices or other learners or young persons.	— } Total, about 9,500 to 10,000.
(*d.*) Unskilled labourers.	The majority: cannot say exact number: no time to ascertain } Total, about 9,500 to 10,000.
Representations or information offered for the consideration of the Commission under the following heads:	
(1.) *Wages:*— (*a.*) Their amounts and fluctuations.	Wages vary from 6*s.* per day down to 2*s.* 1*d.* per day, according to branch engaged in. Fl are made by a sliding scale.
(*b.*) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.	Mechanics by the hour, others by the day, and a few by the piece. A large amount paid by A few non-members of the Society paid through sub-contractor.
(*c.*) Deductions by fines or other forms of stoppage.	Deductions for house-rent, fire, medical attendance, and for Wages Board or Sliding Scale C
(*d.*) Truck-system or payment in kind.	—
(*e.*) Allowances in form of— (1.) Bonus.	—
(2.) Deferred pay, such as sick, accident, pension, or other insurance system.	—
(3.) Free house, land, food, clothing, or other allowance, or advantage.	—
(*f.*) Length of notice for ending engagement.	One month.
(2.) *Hours of Labour*:— (*a.*) Ordinary or standard hours of labour.	Mechanics 54 hours per week. In mills and forges 68 to 70 hours per week.
(*b.*) Overtime and its remuneration.	Turn and quarter to midnight, turn and half if working up to 5.30 a.m.
(*c.*) Night shifts and their remuneration.	6 turns for working 5 nights.
(*d.*) Sunday work and its remuneration.	1 turn from 7 a a.m. to 1 p.m., and 1 turn from 2 p.m. to 6 p.m.
(*e.*) Weekly half-holiday or other holiday with or without payment.	—

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

	LXVII.	LXVIII.
	Scissors Grinders' Association.	Amalgamated Society of Engineers.
	Sheffield.	Ireland.
	120 males. (No females in the trade.)	2,490 males. (There are about 600 skilled workmen who do not belong to the Society.)
	80 males.	Very few.
	50.	Apprentices are more numerous than skilled mechanics.
	None.	Very little unskilled labour is employed in the engineering trade; however, such cannot be said with regard to machine shops, as wherever the employer can use unskilled labour he does so, which is a serious disadvantage to men who have to serve from five to seven years to their special branch of trade, commencing their apprenticeship at 2*s.* per week, and only getting 1*s.* per year advance, whilst unskilled labourers are earning from 10*s.* to 12*s.* per week, as against the apprentices' small wages.
	› 2*l.* It is difficult to strike an average owing *a*) loss of time caused by breakdown of ne, or (*b*) shortness of work. In nearly y instance where wages are lowest, the men ot belong to the Union or have only recently ed.	Wages differ according to locality; from 2*s.* to 6*s.* per week (the further inland they are) less than in such towns as Belfast, Dublin, and Cork. Union wages in these centres are from 34*s.* to 39*s.* per week, but in few instances can the non-society men command these wages, as such men will work from 2*s.* to 6*s.* a week less than the Union members.
	men work by the day for other workmen, in two instances for manufacturers. The rity work by the piece.	Paid by the week but rated by the hour. Piece-work almost unknown in Ireland. It is the curse of every trade, as employers at first offer large and tempting prices to men to make slaves of themselves, and afterwards cut prices down to even below the weekly wage, and then compel men to do as much work, and, if not done, discharge them. No task work and no payments through sub-contractors.
	——	Deductions are strictly prohibited except for lateness. Members must give up their jobs rather than stand a fine, except for being late, which is reasonable.
	None.	No truck now, although prior to the passing of the Truck Act it existed in the country districts.
	None.	None.
	None.	None since the passing of the Truck Act, except in the case of the Great Northern Railway, where there is a sick fund, which the men have allowed by signing an agreement.
	None.	None.
	One month.	Some places one week, others two weeks. In the majority no notice required on either side.
	54 hours per week.	53 and 54 hours in engine shops; 56½ hours in mills and factories.
	nly overtime worked is just before Christmas, the men are paid ordinary rates.	Engine shops—first two hours, time and quarter; after that time and a half. Mills and factories—time and quarter for all time over 56½ hours.
	None.	Time and quarter.
	None.	Double time, but it is rarely worked.
	Saturday afternoon, without payment.	The holidays are those regulated by Parliament with the exception of the 12th July, which the people will have, whether the employers like it or not. No holidays are paid for.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

Appendix.	LXX.	LXXI.
TRADE UNION - - - -	United Journeymen Brass Founders' Association of Great Britain and Ireland.	Amalgamated Shipyard Helpers' Association.
District - - - - -	Manchester and District.	The Clyde.
Number of workpeople engaged in trade or branch of industry particularised as follows:		
(*a.*) Members of trade union—(1) male, (2) female.	300 males.	1,900 males at present; sometime since, when trade was good, membership was 3,000. No females.
(*b.*) Not members of any trade union—(1) male, (2) female.	About 50 males.	——
(*c.*) Apprentices or other learners or young persons.	About 200.	None.
(*d.*) Unskilled labourers.	50.	Work is termed unskilled; but the labourers are frequently more skilled than men who have served an apprenticeship to setting or plating.
Representations or information offered for the consideration of the Commission under the following heads:		
(1.) *Wages*:—		
(*a.*) Their amounts and fluctuations.	Minimum wage, 34*s.* per week, with very little fluctuation.	For the last three years wages were 7*d.* per hour, but in October 1892, ½*d.* per hour, and in January 1893, ½*d.* per hour were lost, making present wages 6½*d.* per hour. Extra jobs, 2 jobs in each shipbuilding yard, are paid at the rate of 1*d.* per hour extra.
(*b.*) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.	By the hour and piece. No payment through sub-contractor.	Paid once a fortnight by the hour. Piece-work to a great extent done away with, although the employers (platers) sometimes accept a piece job. No task-work. Wages paid through sub-contractors who are employers, viz., the platers.
(*c.*) Deductions by fines or other forms of stoppage.	None.	None.
(*d.*) Truck system or payment in kind.	None.	None.
(*e.*) Allowance in form of—		
(1.) Bonus.	——	None.
(2.) Deferred pay, such as sick, accident, pension, or other insurance system.	None.	On the upper reaches of the Clyde there is an accident fund in each yard to which Society's members contribute.
(3.) Free house, land, food, clothing, or other allowance, or advantage.	None.	None.
(*f.*) Length of notice for ending engagement.	Workmen are generally free to leave when they desire.	None.
(2.) *Hours of Labour*:—		
(*a.*) Ordinary or standard hours of labour.	53 hours per week.	54 hours per week.
(*b.*) Overtime and its remuneration.	Time and quarter for first two hours, time and half next two hours, and after that double time.	Time and half.
(*c.*) Night shifts and their remuneration.	——	In some places time and quarter, in others time and half.
(*d.*) Sunday work and its remuneration.	Double time.	None.
(*e.*) Weekly half-holiday or other holiday with or without payment.	Saturday afternoon, without payment.	Too many holidays without payment, except when the helpers are able to force some of it out of their employers (the platers) when the helpers are kept idle by the platers' fault, *e.g.*, stopping from their work through drink. The helpers then leave the platers' jobs, and, to get the helpers back, the platers have to pay for lost time.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

LXIX.

Associated Iron-Moulders of Scotland.

Scotland.

At least 11,000 moulders, in addition to which there are 6,000 labourers, 4,000 to 5,000 iron-dressers, and 4,000 boys.

(*a.*) 6,300 males. (The Central Iron-Moulders, recently started in Falkirk, has between 1,500 and 2,000 members.

(*b.*) 4,000 males.

With regard to those employed at marine moulding there is not 5 per cent. in Scotland who are not members of the Union; while they work by day and on day or hourly rates their wages are computed and generally paid weekly. At light castings or ornamental goods, there would be from about 25 or 30 per cent. not members of a trade union; they invariably work by the piece, and are paid by results—generally weekly. From 40 to 50 per cent. of those engaged in pipe-moulding are non-unionist. This may be largely explained from the fact that while these men following this branch may be called moulders, they are really only such to a very limited degree, as while they may make pipes, their knowledge of moulding stops there, as they are not qualified to make other castings, and the Society in no way presses them to join it, as its present constitution prescribes that only competent workmen in iron, brass, or steel can join.

Down to the year 1868 the Society regulated the number of apprentices in shops. But the employers then thought they had the right to decide this matter, and there being trade depression, the Society had to give way on the point; and since then they, as employers, have not been in any way bound as to the number of apprentices (speaking generally). But the Society now knows many of the employers would prefer to be regulated by it, as they are not able to keep to the seven years' apprenticeship, since boys will shift about to where they can get more money. Employers are now paying 50 per cent. more wages to their apprentices than when the Society regulated them, while boys are not taught their trade as formerly—it is now a matter of making profit out of each of them. No one is admitted into the Society who has not served seven years to the moulding.

In 1880, 7¼*d.* per hour, and in December 1891, 8*d.* per hour.

Rate in 1880, Sand, 7*d.*	Loam, 7½*d.*	Average, 7¼*d.*	Breaks in Wages,	11th February	1884,	Off Sand,	¼*d.*	Loam,	¼*d.*
Advances got 1st October 1880,	„	¼*d.*	„	¼*d.*	„	7½*d.*	„	30th May	1884,	„	¼*d.*	„	¼*d.*
„ 2nd December 1881,	„	¼*d.*	„	¼*d.*	„	7¾*d.*	„	3rd October	1884,	„	¼*d.*	„	¼*d.*
„ 3rd September 1883,	„	¼*d.*	„	¼*d.*	„	8*d.*	„	3rd July	1885,	„	¼*d.*	„	¼*d.*

Brought Wages to, Sand, 7¾*d.* Loam, 8¼*d.* Average, 8*d.* Bringing Wages down to, Sand, 6¾*d.* Loam 7*d.*,

Wages from 3rd July, 1885, to 17th February, 1888, a period of 2½ years, stood at this reduced rate.

Advances got 17th February, 1888, Sand,	¼*d.*	Loam,	¼*d.*
„ 12th October, 1888,	„	¼*d.*	„	¼*d.*
„ 28th February 1889,	„	¼*d.*	„	¼*d.*
„ 21st June 1889,	„	¼*d.*	„	¼*d.*
„ 31st January 1890,	„	¼*d.*	„	¼*d.*

Wages at 31st January, 1890, Sand, 8*d.* Loam, 8¼*d.* Average, 8⅛*d.* per hour, at which they stood till 1st May 1891. Employers notified a break of ¼*d.* per hour on day's men, and 5 per cent. off piece men. We met them in conference and agreed on a break from 1st May 1891, of ⅛*d.* per hour off day men and 2½ per cent. off piece men.

Breaks in Wages, 1st May 1891, Sand, ⅛*d.* Loam, ⅛*d.* Average, 8*d.*

Wages may be said to average 35*s.* now, compared with an average of 30*s.* per week 25 years ago. The increase has all been obtained by Trades Union effort.

Jobbing or marine moulder paid every week at a rate per hour—the best system of pay. Some piece-work (viz., light or rain-water ornamental castings) paid weekly by arrangement with various firms. Sub-contracting not allowed by the Society.

None.

No specific case known, though cases have been casually heard of. It is also said that some firms will lend money and charge 5 per cent. or more as poundage on same; this should be made illegal.

None.
None.

None.

Generally a moment's notice (which is preferable); in a very few cases a few day's notice.

51 and 54 hours per week. The position of shops in Scotland at the end of 1891 was: 51-hour shops, 47; 54-hour shops, 171; 56-hour shops, 4; 57-hour shops, 25; 52½-hour shops, 1; 58-hour shops, 1; 60-hour shops, 1; total number returned 250, out of a possible 300.

Formerly 60 hours per week were worked—10 hours first 5 days (from 6 a.m. to 6 p.m.) and 10 on Saturday (viz., from 4 a.m. to 9 a.m., half-hour for breakfast, then from 9.30 a.m. to 2.30 p.m.). This was reduced to 57 hours per week—10 hours first 5 days, and 7 on Saturday, viz., from 6 a.m. to 9 a.m., then from 10 a.m. to 2 p.m. These hours were then reduced all over to 51 per week, and these prevail in a large number of shops yet, but the general number is 54 hours. Overtime used to be bare time only.

The greater part of the reply to this question was read out in full at question 23,468 of the evidence given by Mr. Jack (*see* page 204). The following is the remainder of the reply in the Schedule:—"If the Factory Act was applied, as it should be, some punishment would have been meted out long ago to the firms referred to. On overtime, and with the above practical evidence, it can be done without perfectly well, and we believe that nothing but charging double time or more for it will stop it entirely, as those who will hurry should be made to pay for it."

Time and a half as a rule. Any overtime worked, say, over two hours on the same night, should be charged double time.

Little or none; but double time expected when such is worked.

All holidays or half-holidays or any time off is deducted, wages only being paid for hours worked.

CONDITIONS OF LABOUR.

APPENDIX.	LXVI.	LXVII.	LXVIII.
TRADE UNION - -	Amalgamated Association of Iron and Steel Workers and Mechanics of South Wales and Monmouthshire.	Scissors Grinders' Association.	Amalgamated Soci Engineers.
District - - - -	Blaenavon, Ebbw Vale, Tredegar, Rhymney, Dowlais, and Gyfartha.	Sheffield.	Ireland.
Representations or information offered for the consideration of the Commission under the following heads—*cont.* (3.) *Conditions of Labour*:— (*a.*) Irregularity of employment through seasonal or other causes.	Through depression of trade and seasonal causes.	Employment has been very irregular through bad trade. Whenever the engine breaks down the men are unable to work, and receive no payment during the stoppage; nevertheless the rent for steam power is going on even during the stoppage.	No irregularity of e from seasonal cause the shipyards.
(*b.*) Safety of employment, and the lighting, sanitation, and inspection of workplaces.	Safety and lighting very fair. Workers do not often hear of any inspection taking place.	As the law now stands, a man may work on any grindstone, however faulty; this is exceedingly dangerous to his fellow workmen, and to any persons who may be within the radius of the stone, as a faulty stone is liable to break at any moment. Generally the workshops are in a fair condition, but in some instances workshops are constructed out of old dwelling-houses, and cannot be fitted up with necessary appliances for health and comfort, being too low, too small, and not strong enough to bear the weight of the machinery. It will be seen by the fact of there being only two inspectors for an area of 2,000 square miles that the inspection must of necessity be exceedingly defective.	Numerous complaints safety in the shipy the mills and weavin employment is almo could be made. sanitation in mills a are also satisfacto however, in shipya works, and mac where they are very
(*c.*) Compensation for accidents	When application is made compensation is given.	None.	None, but employers employees at law fro to the highest cou having the insurance at their back, the being only a sham Regulated by the Sc the employer.
(*d.*) Sub-division of labour as between different trades.	—	—	
(*e.*) Distribution of labour as between factories, workshops, and homes.	—	All work has to be done in the workshop, steam power being a necessity.	None but females in the such as stitchers, take after their day's worl
(*f.*) Distribution of labour as between men, women, and children.	—	—	Regulated by em
(*g.*) Apprenticeship.	—	Union has a rule that no lad shall come into the workshop until he is 14 years of age, but the Education Act is against it.	Society has no co apprentices.
(*h.*) Employment of foreigners	—	None.	No trouble on th
(*i.*) Introduction of labour-saving machinery.	In a few instances.	—	No objection to la machinery, as the must be made by However, Society d to obtain these m engine-works for it
(*j.*) Supply and quality of materials, machinery, or other plant.	—	The men find their own tools, and rent steam-power.	Cannot give direc
(*k.*) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally.	None.	Unionists and non-unionists work side by side. No black list. The feeling of employers is mixed, some are friendly, some otherwise.	Some members hav missed for acting a No objection to wo unionists. The bl used by employers members, particula strike. On the wh tions between em Union are good. U complaint against t many employers p men, they being bet If the members mis selves the Society pu
(*l.*) Other causes of dispute.	At Ebbw Vale the subject of weight (*i.e.*, long weight and short weight) is a sore bone of contention in the minds of the workmen generally.	—	Disputes have gen against reductions in employers will only of 1*s.*, but require d 2*s.* to 3*s.* per week.

CONDITIONS OF LABOUR.

LXIX. Associated Iron-Moulders of Scotland.	LXX. United Journeymen Brass Founders' Association of Great Britain and Ireland.	LXXI. Amalgamated Shipyard Helpers' Association.
Scotland.	Manchester and District.	The Clyde.
Is not a seasonable trade; workers suffer mostly from a general fall in the market as affecting the iron industry, and through too many men being engaged in this special industry, and no doubt through the increased output by each man as a moulder when compared with, say, 20 years ago.	On the whole regular.	Time is lost in wet weather. Some members are engaged upon inside jobs, *e.g.*, bending frames for the ship to be built.
The reply to this question was read out in full at question 23,471 of the evidence given by Mr. Jack (*see* page 205).	Very few accidents. Some workshops require better sanitary arrangements, and more inspection.	Lighting and sanitation satisfactory. A Government inspector never seen by writer inside a shipbuilding yard, except after an accident maybe.
The reply to this question was read out in full at question 23,473 of the evidence given by Mr. Jack (*see* page 205).	—	None, unless in very exceptional cases, when there is no loophole of escape owing to the way the men are employed by sub-contractor, who has to work himself, the master shipbuilder, in all cases, supplying tools and machinery.
None known.	—	—
—	All done in workshops.	—
Not applicable to the trade.	—	—
No one admitted into the Society who has not served seven years to the trade, and is vouched for as being a competent workman (moulder).	7 years.	None.
No restrictions. If a man is a moulder, and a competent workman he is admitted into the Society.	—	Very few.
Machinery is being introduced, such as pipe-moulding machines and plate-moulding machines, but in no case does the Society seek to restrict such beyond preferring moulders at the work. Effects of machinery in displacing labour have not been very marked, though moulders have doubtless been displaced by labourers now being able to attend to pipe-moulding machines in some instances.	Emery wheels and milling machines are introduced in some workshops to save labour in finishing.	Great improvement in methods of using machinery for work formerly done by hand. Ability to do more work in less time. Same number of men employed as before, and in some cases more men required.
Some shops have better plant for one thing, some have better plant for something else. It is to employers' interests to have good plant, and men prefer shops where the best appliances are to be found.	The lathes, &c. are of fair quality.	In nearly all cases in shipbuilding yards the materials for working are lying about, and the men take what is handiest for their work.
The reply to this question was read out in full at questions 23,478–80 of the evidence given by Mr. Jack (*see* pages 205–6). The following additional note, however, was added in the reply to the Schedule: Society denies that non-society men (who reap the benefits of higher wages, and better conditions of employment secured by the Union) have the right to send deputations to employers to keep out Society men, although Society men (who are combined for common good) have a right to send similar deputations to try to keep out non-society men.	For years Society has been on friendly terms with all the employers of the district.	No dismissal of representative delegates; no refusal of Unionists to work with non-unionists; no use of black list. Society is on good and friendly terms with the employers.
The reply to this question was read out in full at question 23,481 of the evidence given by Mr. Jack (*see* page 206).	—	Striking for pay for lost time in the particular cases of being wilfully kept idle by platers. *See* reply to "(2.) *Hours of Labour* (*e.*)," page 494.

STRIKES AND LOCK-OUTS.

APPENDIX.	LXVI.	LXVII.	LXVIII.
TRADE UNION - -	Amalgamated Association of Iron and Steel Workers and Mechanics of South Wales and Monmouthshire.	Scissors Grinders' Association.	Amalgamated Societ Engineers.
District - - -	Blaenavon, Ebbw Vale, Tredegar, Rhymney, Dowlais, and Gyfartha.	Sheffield.	Ireland.
Representations or information offered for the consideration of the Commission under the following heads—*cont.*			
(4.) *Strikes and Lock-Outs*:—			
(1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881–1890, and in the current year up to date.	With the exception of a week or two stoppage through some misunderstanding we have not had any strike in our district since 1873.	None.	Only one general strik fast during the last 2
(2.) Whether more frequent than formerly during that period, or less so.	—	—	Disputes in Belfast ver the employers gener their employees in a ner, and again the t never been the first t advance of wages, no Society pushed dem extremes.
(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:—	—	—	Cannot give details length of time s strike.
(*a.*) Date of commencement and termination.	—	—	Commenced in the begi January and terminat the end of April 1880.
(*b.*) Chief immediate causes of each dispute.	—	—	Against a reduction of cent. in wages.
(*c.*) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute.	—	—	Upwards of 500 mem about 150 non-unio gaged in.
(*d.*) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.	—	—	None during the last 2
(*e.*) Attitude of union towards dispute.	—	—	—
(*f.*) Mode of settlement.	—	—	Non-unionists are, unfo too ready to take t of strikers. Unio settles with employers tations.
(*g.*) Advance or reduction of wages or other result of each dispute.	—	—	*See* reply to "(3) (*b*
(*h.*) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (*c*) and (*d*) above.	—	—	When non-unionist assisted they have b the same weekly allo members, viz., 15*s.* p

STRIKES AND LOCK-OUTS.

LXIX.	LXX.	LXX
sociated Iron Moulders of Scotland.	United Journeyman Brass Founders' Association of Great Britain and Ireland.	Amalgamated [illegible]
Scotland.	Manchester and District.	The [illegible]
y to this question was read out in full at ons 23,482–3 of the evidence given by ack (*see* page 206).	Demand in May 1891 for a reduction of one hour per week; about a dozen men went out for three days.	No accurate information can be given respecting strikes previous to formation of [illegible] (*a*) Lock-out in 1891 for seven weeks through boiler-makers' strike. (*b*) In the early part of 1892 a partial strike for an advance of [illegible] (*c*) At the end of 1892 a general strike against reduction of wages.
r less, through the joint action of both ations. No doubt there are shop questions ng up here and there, and these are to be ed, but nothing of the nature of a general s.	—	Prior to organisation strikes were a frequent occurrence.
See reply to (4) (1) above.	—	—
Do. do.	—	The most important strike (*c*) commenced October 13th, and ended November 8th, 1892.
Do. do.	—	(*c*) Against a 7½ per cent. reduction in wages when employers (platers and fitters) themselves were only losing 5 per cent Men signed agreement to lose 5 per cent.
Do. do.	—	During the lock-out 1891 (*a*), about 1,500 members idle. During strikes 1892 (*b* and *c*), 1,141 men affected.
bourers and iron-dressers affected only.	—	No means whatever of giving reliable information.
nciliation or arbitration at all times.	—	Union strongly supported strike (*c*).
Do. do.	—	(*c*) Society tried to settle by arbitration, the other side would not accept. After discussions Society agreed to lose, but intends to regain the lost rate at the earliest opportunity.
See reply to (4) (1) above.	—	Partial strike 1892 (*b*), successful; advance gained. General strike 1892 (*c*), defeated; reduction submitted to.
st January to 20th May 1882 the Society ,000*l.* on benefit to those on dispute, as explained (*see* reply to (4) (1) above). ted loss of wages same time, say 800 men per week for 17 weeks, 20,400*l.* From gust to 29th September 1890 the Society 500*l.* on benefit to the 140 members on . The 340 non-members received a total *l.* 16*s.* 4*d.* from subscriptions. The estiloss of wages may be taken at 480 men per week for 7 weeks and 2 days, say,	—	Strikes of 1892 (*b* and *c*) cost unionists 2,255*l.* 15*s.* 11*d.* Loss of wages to men on strike (average taken) between 4,500*l.* and 5,000*l.*

GENERAL QUESTIONS.

APPENDIX.	LXVI.	LXVII.	LXVIII.
TRADE UNION - - -	Amalgamated Association of Iron and Steel Workers and Mechanics of South Wales and Monmouthshire.	Scissors Grinders' Association.	Amalgamated Society of Engineers.
District - - - -	Blaenavon, Ebbw Vale, Tredegar, Rhymney, Dowlais, and Gyfartha.	Sheffield.	Ireland.
(1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes.	A wage board of equal number of employers and workmen's representatives, and a sliding scale.	None.	None.
(2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results.	None.	There is a co-operative society which manufactures knives, nickel goods, and scissors. It was formed by the workmen taking up shares and the Unions advancing money. It has proved a success. Labour received as its share of the profits last half-year 1*s.* 6*d.* in the £ on its earnings, if shareholders; if not shareholders, no bonus, but every workman or workwoman may become a member.	The only profit-sharing firm writer is aware of in Ireland is a spinning mill at Whitehouse, four miles from Belfast in Co. Antrim—Barbour's. It started about 12 months ago.
(3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment.	None.	None.	None known.
(4.) Nature and extent of union's action in finding work for unemployed members.	None.	None. Weekly allowance to unemployed.	Club houses exist where all idle members have daily to sign the vacant book of their branch, branches, or central office, to which foremen, managers, and even employers go when they want men, but as a rule the secretaries receive applications and are also informed by the men employed that the foremen require more hands.
(5.) Action taken or considered by union in the direction of itself undertaking work.	None.	Only in the case of the co-operative society mentioned above.	None.
(6.) Information as to other agencies in the district for finding or providing work for the unemployed.	None.	—	None.
(7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour.	—	—	The writer is not aware of any save a vote on the 48 hours week, but it was unsatisfactory as part of the Union was for action by itself, and the largest part for legislative action.
(8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government.	—	Trade is local and confined to Sheffield; hence no information could be furnished of Sheffield trade which is not already known.	—
(9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour.	—	A better feeling might exist between capital and labour if there was a joint committee of employers and employed with power to arrange all disputes.	The best means would be an arbitration board composed of impartial men, if they could be found, but there are so many connected with limited companies it would be hard to find them.
(10.) Other statements or suggestions for the information of the Commission.	—	There is urgent need for a better system of inspection; an inspector is very rarely seen. Inspectors should be qualified for their work by practical acquaintance with a workshop, as it is otherwise so easy to impose on them. Re-enactment of the clause in the Factory Act of 1878 relating to the running of faulty grindstones omitted from the Act of 1891.	None.

GENERAL QUESTIONS.

LXIX.	LXX.
Associated Iron-Moulders of Scotland.	United Journeymen Brass Founders' Association of Great Britain and Ireland.
Scotland.	Manchester and District.
The only arrangement in Scotland is that of meeting employers in conference, and, if possible, coming to a mutual understanding, if such can be done (*see* previous answers for what has been done). No arbitration board. Speaking generally the Society has not much faith in calling in outside parties, as it prefers to arrange directly with the employers, and is of opinion, from past experience, that the employers also hold these views.	An arbitration board exists in connection with the Trades Council.
No system (to writer's knowledge) of co-operation, or industrial partnership, or profit-sharing has been tried in the trade.	None.
None.	None.
A report or journal giving the number of men employed and unemployed over the country, and showing the position of the Society in every way, is published monthly.	In each half-yearly report members are requested on hearing of vacant situations to at once inform the Secretary, who then communicates with members out of employment (if any).
None.	None.
Outside the trade organisations there is no agency known, with the exception of the Charity Organisation Society, whose object is to organise charity and repress mendicity. Some years ago that Society established a labour yard for the purpose of providing temporary work to unemployed men, and at the same time testing a man's willingness to work. Cash—not work—is what many desire, and the labour yard has proved, according to its Secretary, invaluable as a test, because fully a third of those offered work decline to accept it. The only work offered is that of firewood splitting and bundling. The wood is cut by circular saws driven by a gas-engine, and the men are paid at the rate of 1*s.* a gross for chopping and bundling. A man is kept specially for dipping the bundle-ends in rosin, after which they are sold.	None.
The Society has supported alterations in Employers' Liability Act, also public inquiry made into accidental deaths for Scotland, and, generally speaking, the resolutions of Trades Union Congress, at which the Society has been represented as a trade for the past 21 years.	None.
Nothing to suggest; writer's experience is that if any trade has any special or preferable mode of compiling their returns, they will be published in that form by Government if request for such being done in any blue book issued by the Board of Trade or Labour Correspondent is made.	——
All men following any trade to belong to the Union in connection with said trade, and employers in same trade to belong to their Association. The heads of both by meeting will reduce to a minimum the possibility of any dispute ever taking place. No dispute would or should be permitted until the parties interested through their officials, in their respective associations, have had a conference over the matter, and notices of at least one month should be given by either party before any change should be allowed. This has been proved in the trade to be of the utmost value. The refusal of any firm or manager to meet the duly appointed and accredited representatives of any body of workmen only shows that they lack the courtesies of industrial life, and are not taking their fair share in bringing about better relations between employer and employed.	The relations between the employers and the Society have been so cordial in nature for so many years that the matter has not been thought of.
All that the writer wishes now to do is to summarise what is said in the foregoing statements. In the trade payments by members may be said to be 2*s.* weekly, paid fortnightly. The benefits are as follows:—*Idle benefit*, 10*s.* per week for three months, 5*s.* per week for next three months if still idle. This for 60 years past has taken close on 300,000 *Superannuation benefit*, after 50 years of age, and according to membership, at weekly rates of 5*s.*, 6*s.*, 7*s.*, and 8*s.* The first year this benefit was paid was 1843, when it took 15*l.* 1*s.* 2*d.* It has continued to be paid ever since, and for the year 1891 Society spent on it 3,462*l.*, since its establishment 46,000*l.* has been paid. *Funeral benefit*, on death of a first-class member, 30*l.*, but should he be married and his wife pre-decease him, 10*l.* is paid on her death, leaving 20*l.* for the member, but all members are entitled to the maximum of 30*l.* This benefit for 1891 took 2,366*l.*, and from its being first paid 48,900*l.* Then there is an *accident benefit* on which Society pays 100*l.*, which is refunded to the funds by levy. These three benefits have, it will be seen, absorbed something like 400,000*l.*, while salaries for all officials have taken—and this includes deputations of all kinds—26,835*l.*, while rents of halls, committee rooms, postage, stationery, and printing run to 24,310*l.* The writer would press upon the Commission the desirability of all workmen being paid weekly wages calculated, as far as possible, on an hourly rate. Overtime, the bane of the working classes, should be discouraged, and when worked, double time paid for it. Number of apprentices should be regulated according to the requirements of every trade, as it is wrong for some trades, such as the above, to have no restriction, while other trades have restrictions. Restriction all round should be applied. A minimum wage, below which employers could not go, competing the one against the other, should be in every trade. This would in some measure put down sweating. Sub-contracting amongst workmen ought not to be allowed. Fines or deductions from wages of any kind should be declared illegal. Length of notice betweeen employer and workman, as far as practicable, should only be from day to day. Hours of labour should be kept at the lowest possible minimum to permit of all men in any trade getting a share of the work to be done. As to regulation of hours by the State, miners' hours should be made by statute not more than eight hours per day underground, that is, eight hours from bank-leaving to bank-returning. Railway servants should also have an eight-hour service out of twenty-four, and on no account should anyone be permitted to work more, while for the general industry of the country, the fixing of the hours of labour might be safely left in the hands of employers and employed. Sunday work should be abolished.	——

GENERAL QUESTIONS.

APPENDIX. LXXI.

TRADE UNION - -	Amalgamated Shipyard Helpers' Association.
District - - -	The Clyde.
(1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes.	An ineffectual attempt was made by trades councils to form a board of conciliation on the Clyde.
(2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results.	None.
(3.) Employment by Government, or local authorities, of labour in the trade and district, and results as to remuneration and other conditions of employment.	None.
(4.) Nature and extent of union's action in finding work for unemployed members.	By communicating with branch officers when there may be a slackness of work the Society lets the idle men know where they may find employment, but stops at that.
(5.) Action taken or considered by union in the direction of itself undertaking work.	None.
(6.) Information as to other agencies in the district for finding or providing work for the unemployed.	Municipal authorities have provided work for people who are unemployed in many instances when bad trade is the cause of idleness.
(7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour.	———
(8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government.	The number of accidents that occur in the shipbuilding trade and the causes should be collected from societies.
(9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour.	Boards of Arbitration with power to compel both parties to any dispute to place the matter before it and abide by its decision.
(10.) Other statements or suggestions for the information of the Commission.	Recommendation to Parliament that wages should be paid weekly instead of fortnightly.

STATISTICAL SUMMARY of the ANSWERS to the SCHEDULES of QUESTIONS issued by COMMITTEE A. of the ROYAL COMMISSION on LABOUR.

Classes to which Schedules sent.	Number of Schedules sent.	Number of Schedules returned with Answers.			
		Number tabulated.	Number too meagre to be printed.	Number received too late and printed above.	Total.
Associations of Employees - - - -	519	145	1	6*	152
Employers - - - - - -	437	142	9	—	151
Associations of Employers - - - -	87	28	—	—	28
Totals - - -	1,043	315	10	6	331

SUMMARY OF UNPRINTED ANSWERS TO SCHEDULES: GROUP A.

A few schedules of answers have been returned from associations and individuals engaged in trades belonging to Group A. which it has not been considered advisable to print in full on account of the fact that in some cases it has been impossible to trace exactly by which union or employer the answers have been returned, and in others the answers given are so meagre that the schedules are practically blank. A short summary of the answers in these schedules is given.

I. ANSWERS FROM TRADE UNIONS.

Only one of these schedules is from a trades union, and this is a union of table-fork makers at Sheffield. The members of this society are said to receive about 1*l.* weekly as wages for piece-work, and the customary length of notice for ending an engagement is one week. The society considers that strikes have been less frequent lately than formerly, and mentions only one as having occurred during the last ten years. This lasted for three days only.

II. ANSWERS FROM EMPLOYERS AND EMPLOYERS' ASSOCIATIONS.

Nine schedules of answers have been received from employers in this group, of whom three are connected with engineering and metal trades, five with mining and quarrying trades, and one with shipbuilding.

Wages.

With regard to the payment of wages, Messrs. Edmundson, sanitary and general engineers (Dublin), state that they pay wages weekly, and that piece-work prevails only to a small extent; whilst in an iron foundry at West Bromwich the majority of the work is said to be piece-work. Iron-ore and coal miners are said to be usually paid fortnightly for piece-work; but the workers engaged in exploring for and smelting lead-ore are paid monthly. The proprietor of an iron foundry at West Bromwich states that fines are imposed upon the workmen "according to printed rules posted in "works; this saves a lot of time wasted in summoning, "etc." In some iron-ore mines and pig-iron works, wages for rent, doctor, gear, &c., and in the Balbardie Collieries, Linlithgowshire, it is said that the "men "agree to pay for doctor and upkeep of tools at rate of "6d. per week, which is deducted from their wages; this "applies to miners only." The necessary length of notice is said to be one week in the works of Messrs. Edmundson, sanitary and general engineers (Dublin), and a fortnight in three other works. The owners of the Balbardie Collieries, Linlithgowshire, state that one day's notice has been customary for many years, and two other answers state that no notice is required.

Hours.

Messrs. Edmundson, sanitary and general engineers (Dublin), state that their employés work 54 hours a week, are paid time and a quarter after 5.30 p.m., time and a half from 10 p.m. to 6 a.m., and double time on Sundays, and have six days' holiday during the year. Ironworkers and colliers are said to work eight hours a day, and mechanics nine and a half hours; time and a half is allowed for work on Sunday or Sunday night. At the Balbardie Collieries, Linlithgowshire, the miners work from eight to nine hours a day, and have no Sunday labour; and in Ayrshire the fire-clay workers are said to work 60 hours a week, whilst the hours for miners average eight a day. Quarrymen are said by one employer to work 49½ hours a week, and ship-builders at South Shields to work 53 hours a week. The latter class of workmen are remunerated at the rate of time and a quarter for work done between 5 p.m. and 9 p.m., of time and a half for night work, and of double time for Sunday work.

Compensation for Accidents.

No arrangements for giving compensation in case of accidents are mentioned, but one employer considers that this is sufficiently provided for by the Employers' Liability Act.

Strikes and Lock-outs.

The owners of the Balbardie Collieries, Linlithgowshire, consider that strikes and lock-outs have been rather less frequent during the last ten years than they were before that period, and a firm of engine and ship repairers at South Shields also reports that disputes have been less frequent. No details are given with regard to any particular dispute.

Means of Settling Disputes.

With regard to means for settling or preventing disputes, the proprietor of an iron foundry at West Bromwich considers that "the quickest method is to "bring the masters and men together themselves and not "to allow delegates, &c. to instruct and influence the "men by speeches, &c. I consider it perfectly right and "proper to dismiss any man at once who calls himself a "delegate." A quarry proprietor suggests that disputes might be avoided by "raising or advancing wages "when asked by the men to do so, which would probably "drive the trade away, and then we could lower the "wages again, probably without any strikes."

GEOFFREY DRAGE,
Secretary.

* These Schedules have been received from—
i. Amalgamated Association of Iron and Steel Workers and Mechanics of South Wales and Monmouthshire (Appendix LXVI.);
ii. Scissors Grinders' Association (Appendix LXVII.);
iii. Amalgamated Society of Engineers (Appendix LXVIII.);
iv. Associated Iron-Moulders of Scotland (Appendix LXIX.);
v. United Journeymen Brass Founders' Association of Great Britain and Ireland (Appendix LXX.);
vi. Amalgamated Shipyard Helpers' Association (Appendix LXXI.);
respectively, and are printed on preceding pages 492–502.—G. D.

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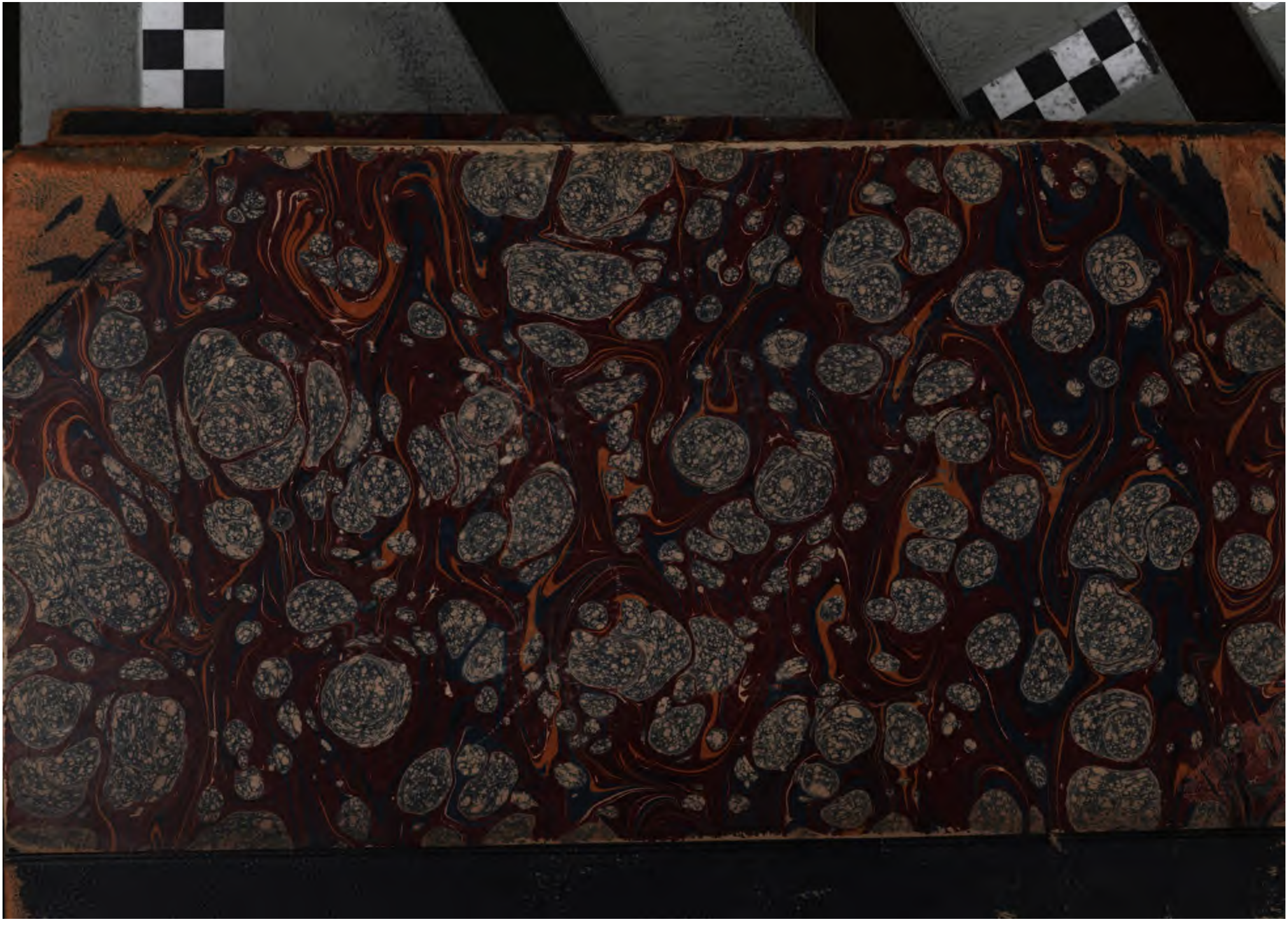
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